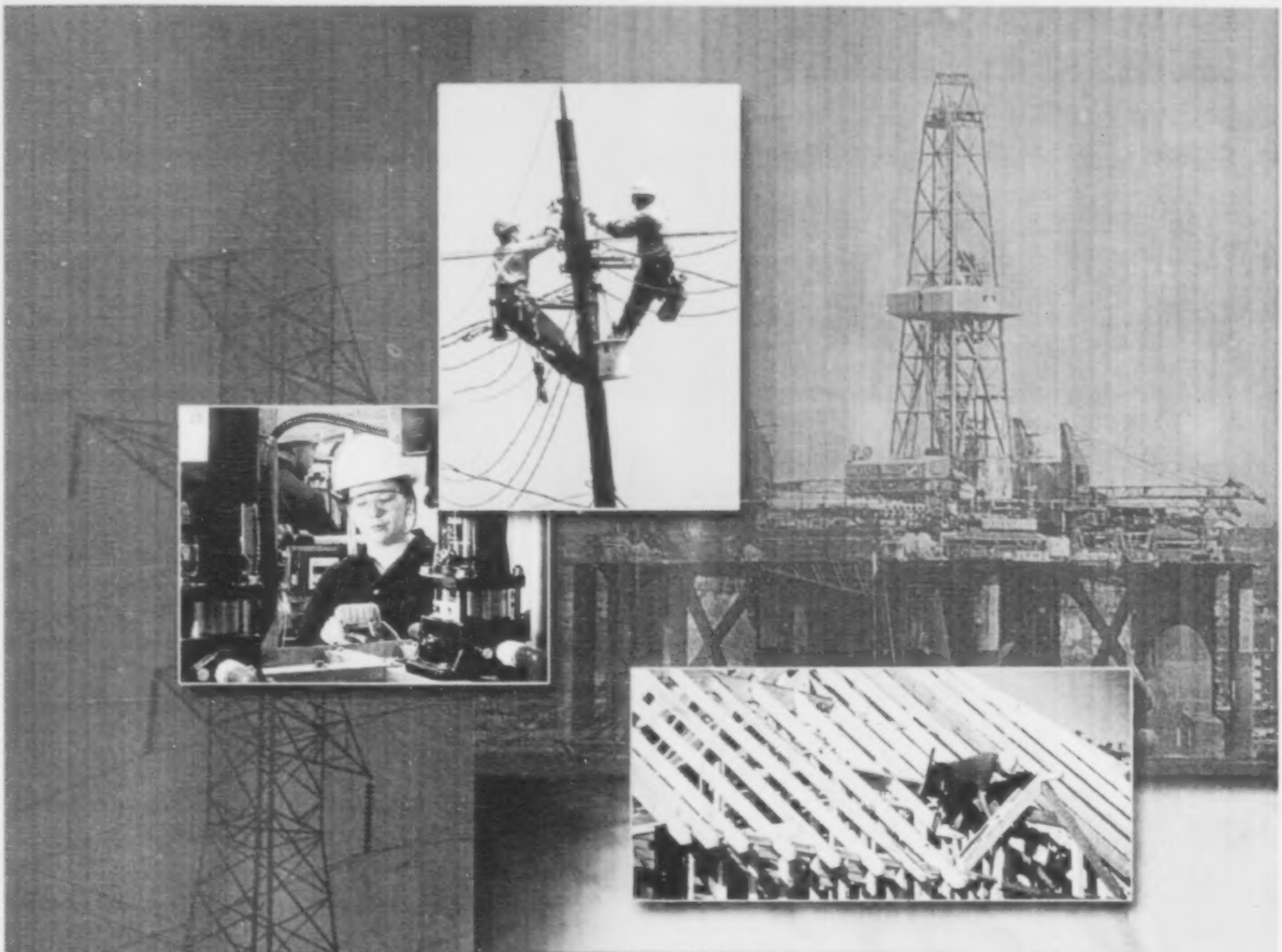
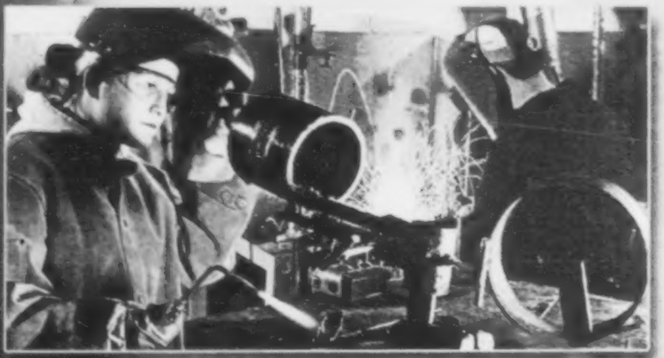


The Apprenticeship Experience:

2003 Survey of Registered Apprentices of Newfoundland and Labrador



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This document is available on the Internet at www.gov.nl.ca/app/pub/survey.htm

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A Message from the Minister

I am pleased to present ***The Apprenticeship Experience: 2003 Survey of Registered Apprentices of Newfoundland and Labrador.*** This report, the first of its kind in this Province, provides insight into the experiences of apprentices as they progress through the apprenticeship system.

The federal government predicts a national shortfall of skilled tradespersons into the next decade. In this Province, the business community has identified an increasing need for skilled labour. Given this demand and the positive labour market outcomes for certified tradespersons, research into Newfoundland and Labrador's apprenticeship system was warranted.

This report focuses directly on the experiences of apprentices including their employment status prior to registration as well as their current status, their in-class technical training and on-the-job work experience, their satisfaction with in-class and on-the-job experiences, difficulty in finding trade-related employment and finally, their pursuit of advanced level training.

Key findings of the report indicate the majority of surveyed apprentices successfully completed their entry-level classroom training. While most have logged some on-the-job hours, apprentices in a number of trades are experiencing difficulty in finding sufficient hours in trade-related employment to meet the requirements for journeyperson certification.

I anticipate wide use of ***The Apprenticeship Experience*** by policy makers and program administrators in forming and shaping policy to address concerns within the existing apprenticeship program. To ensure that Newfoundland and Labrador has a skilled workforce to help us build and maintain a vibrant economy, it is important that our apprenticeship system be accommodating to all those whose goal it is to work in the skilled trades. I am confident that ***The Apprenticeship Experience*** will assist us in this process.

John Ottenheimer

JOHN OTTENHEIMER, MHA
MINISTER

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EXECUTIVE SUMMARY

Apprenticeship is an agreement between a person who wants to learn a skill, an apprentice, and an employer who needs a skilled worker. Newfoundland and Labrador's apprenticeship system combines on-the-job experience with both technical and theory-based training. Upon completion of their apprenticeship program, which generally spans a four to five year period, apprentices can write a journeyperson exam. If successful, they are certified as journeypersons in their respective trade.

As of the Fall of 2002, 8741 apprentices were registered with the Department of Education. To better understand the dynamics of the apprenticeship system in Newfoundland and Labrador and to determine whether registered apprentices were still active in their respective programs, a survey of the apprenticeship population was conducted in the Winter and Spring of 2003. The survey, the first of its kind to be carried out in the Province, successfully contacted 4401 apprentices or just over 50% of the survey pool.

Apprentices were asked a series of questions relating to their present status as well as their future intentions with respect to apprenticeship. A series of questions were also asked to determine the impact of funding sources on successful completion of the program as well as barriers to greater female participation in apprenticeship.

Key Findings

- The vast majority of registered apprentices are male. Of the 8741 apprentices registered in the Province in 2002, 7281 (83%) were male and 1460 (17%) were female. On average, apprentices were just over 30 years of age. This did not differ significantly between female and male apprentices, whose average age was 29.3 and 30.6 years, respectively. Over 53% of males were married compared to 49% of women and 46% of females had dependent children compared to 37% of males.

- For the majority of apprentices (65%), the highest level of education attained prior to registration was a high school diploma or equivalent, 10% reported some high school while 14% indicated they held a college diploma.

- Immediately prior to apprenticeship registration, the vast majority of apprentices were in the labour force with approximately 86% reporting they were either employed (53%) or unemployed (33%). Most of the remaining apprentices (12%) were previously in high school or post-secondary studies. The majority of those employed were not working in an apprenticeable trade (67%), 26% were working in the trade in which they enrolled for training, and the remaining 7% of apprentices had jobs in a trade other than the one in which they were enrolled for training.

- While high school students are more likely to rely on family and friends as the primary source of career information, apprentices, whose average age is 30.4 years, rely more heavily on their college or training institution for career information. Only a small percentage of apprentices reported that high school teachers (9%) or guidance counselors (10%) had been a source of information on apprenticeship programs.

- More than 90% of apprentices reported they were at least somewhat knowledgeable about job opportunities in their trade prior to registration, as well that apprenticeship involved both in-class and on-the-job training. Interest in the trade and employment opportunities were the overwhelming reasons given by apprentices for deciding to register.

- The majority (86%) of apprentices completed their entry-level courses with over half completing their entry-level instruction at the College of the North Atlantic. Those who did not complete did not necessarily drop out; some were simply still in the process of completing their courses while others had not yet started their courses. Apprentices who dropped their entry-level courses generally did so later in the entry-level program. Courses were dropped for a variety of reasons, however starting a job was the most commonly reported.

- The majority of apprentices (57%) reported the method of instruction they received was lecture-based, compared to 34% of apprentices who reported the self-paced method. Again, this varied considerably by trade. Most apprentices (85%) were satisfied with their entry-level instruction, with considerable variation among trades. When examining satisfaction by public and private institutions, apprentices of private training institutions reported a higher rate of satisfaction than did apprentices at public institutions. For apprentices who attended private colleges, their rates of satisfaction with entry-level instruction showed little difference between instructional methods. However, for apprentices of public colleges, a higher percentage receiving lecture-based instruction reported satisfaction than did those receiving self-paced instruction.

- Of apprentices who had completed their entry-level courses and had adequate time to begin logging hours, 79% indicated they had logged on-the-job hours. This varied significantly by trade. The vast majority (94%) of apprentices were satisfied with the skills they were exposed to on their job site. Similarly, 95% of apprentices were satisfied with their overall on-the-job experience.

- The logging of hours is linked to difficulty finding trade-related employment. Almost 70% of apprentices who logged hours did so only in Newfoundland and Labrador, 13% logged all their hours outside the province while 18% logged hours both in and out of the province.

- Apprentices from the Steamfitter/Pipefitter, Mobile Crane Operator, Heavy Equipment Operator, Industrial Mechanic (Millwright), Welder, and Heavy Duty Equipment Technician trades have the highest proportion of apprentices with difficulty finding employment and willing to move outside the Province. Representing 41% of all apprentices who responded to the survey, this group is large enough to warrant concern with their employment difficulties. Of this group, 51% reported difficulty finding trade-related employment, compared with only 26% of all other trades. Of those reporting difficulty, 78% were willing to move outside the Province, compared to only 62% of all other trades. Only 57% of those who reported difficulty finding trade-related employment and willingness to move outside the province actually logged any on-the-job hours, compared to 71% from all other trades. Furthermore, close to half (49%) logged on-the-job hours outside the province compared to only one-third (33%) of apprentices in all other trades. Taken together, these six trades have had considerable difficulty finding trade-related employment throughout their apprenticeship.

- Just over one-quarter (26%) of apprentices surveyed had pursued further education or training beyond entry-level. The likelihood of further training increased with the amount of time passed. Waitlists affected less than 6% of apprentices who did not pursue further training.

- Most apprentices reported they pursued further training out of a personal interest (60%). However, when personal interest is factored out, similar numbers of apprentices indicated their reasons for pursuing further training was to get a job (40%) or get a different job (44%), while a higher percentage indicated it was required for their apprenticeship or job (58%). For those who took trade-related further training, 75% indicated it was a requirement and 39% indicated it was to get a job.

- Eighty percent (80%) of apprentices reported they had accessed the Internet, and the majority indicated that they were willing to take theory-based courses online.

- Of the apprentices surveyed (n=4401), 81% reported they intend to write the journeyperson examination, however, of this group only 20% had pursued further trade-related training and completion of advanced-level courses is a prerequisite of journeyperson certification.

- Only 8% of apprentices who logged on-the-job hours had completed their entry-level courses more than 5 years ago. Of this group, 78% still intend to write the journeyperson examination. For these apprentices, not having logged enough hours (29%) and not having completed all the necessary courses (23%) were the most commonly reported reasons for the delay in writing their examinations. For those who reported they had not yet logged enough hours, they most often cited the inability to find a job as the reason (40%).

- At the time of survey, 54% of apprentices reported they were employed, and the vast majority were employed on a full-time basis despite the fact the survey took place during a period when trades activities are normally slower.

- While varying by trade, over half (53%) of full-time employed apprentices were employed as apprentices in their trade at the time of survey while 26% were in jobs not at all related to their trade, mostly due to better job opportunities. Apprentices employed in their trade worked the fewest number of hours per week at 45.1. Those employed in jobs either directly or indirectly related to their trade but not as apprentices worked on average 46.4 and 48.9 hours per week respectively. Those in employment not at all related to their trade worked on average 45.6 hours per week These employment experiences undoubtedly contribute to apprentices not continuing towards certification in their trade. However, for a small number of trades the wages as apprentices in the trade were higher than for any other type of employment. For these trades, despite their difficulty in finding trade-related employment, these higher wages are likely why they chose to remain in their trade.

- Apprentices employed full-time in their trade were paid on average $13.69 per hour. Those in employment directly or indirectly related to training but not as apprentices earned the highest average hourly wages at $16.28 and $16.11 respectively, while those in employment not at all related to the trade earned the lowest average hourly wage at $12.43.

- Just over half (54%) of unemployed apprentices were seeking employment as apprentices in their trade, 6% were seeking employment in the trade but not as apprentices, 24% were seeking any type of employment at all, while 14% indicated they were not seeking employment. For all trades, temporary lay-off was the most commonly reported reason for not seeking employment, with the notable exception of Hairstylists where 52% were not seeking employment due to family responsibilities.

- Although apprentices used many different sources to finance their training program, the most commonly reported source was Human Resources and Skills Development (HRSD) (59%). Government student loans, rather than HRSD support, was reported as the main source of funding by four trades: Hairstylist (59%), Motor Vehicle Body Repairers (Metal & Paint) (54%), Automotive Service Technicians (44%) and Powerline Technicians (Operating) (38%).

- When the Hairstylist trade is factored out, there are only minor differences in where males and females sourced their funding for trades training.

- Where apprentices sourced their funding is dependant on their labour market status prior to registration. Of those previously employed, 57% indicated they had accessed HRSD funding for their apprenticeship training and 23% indicated they had used government student loans. It is unknown whether this latter group were EI eligible and thus entitled to HRSD funding or whether they were aware of that option.

- Of those employed prior to registration and accessing HRSD support, the majority (63%) were working in non-trade jobs. Another 29% were working in the trade in which they were apprenticing and 8% were working in another trade.

- Regardless of source of funding, there were only minor differences in the completion rate of apprentices' entry-level training. HRSD-funded apprentices (6%) and those using personal loans (5%) to finance their training had the lowest drop rate for entry-level courses while apprentices accessing government student loans as well as those receiving funding from their employer or union had the highest (12%).

- Overall and across all employment categories, the lowest average hourly wages ($12.12 and $12.48, respectively) were reported by apprentices accessing government student loans and other loans requiring repayment while those funded by an employer or union reported the highest ($22.38). Apprentices in receipt of HRSD funding had average wages of $14.19 per hour.

- With high usage of government student loans, personal loans and family resources, the younger apprentices who have weaker labour market attachment and lower percentages of having logged hours are expected to make the greatest personal financial commitment to apprenticeship.

- Small numbers of women in Newfoundland and Labrador participate in the skilled trades occupations. They represent only 17% of the total and are largely dominated by hairstylists and, to a lesser degree, cooks. Women represent less than 3% of apprentices in non-traditional trades.

- In trades other than Hairstylist and Cook, females reported less trade-related employment than males. Even though they reported having researched job opportunities outside the province at levels similar to males, family responsibilities play a role in determining the mobility of many female apprentices.

- The average hourly wages and hours worked per week are considerably less for females than they are for males. While the size of this gap varied between trade categories, the gap was always present. When the predominately female Hairstylist trade is excluded, females worked on average 40.8 hours per week compared to 46.6 hours for males. Also, female wages averaged $10.96 per hour compared to $14.56 per hour for males. These fewer hours and reduced wages resulted in the average female apprentice earning about $448 per week for full-time work while the average male apprentice earned about $680 per week.

- The wage gap that exists in the predominately female hairstylist trade is even greater. On average, females work 39 hours per week compared to 52 hours per week for males and earn $7.58 per hour while their male counterparts earn $10.50. This results in weekly wages of $295 for females and $546 for males.

- Females reported poorer labour market attachment prior to registering as apprentices. They also reported less use of HRSD funding and more use of government student loans than males in pursuit of their training.

- A lower percentage of female apprentices than males logged hours in their trade and intend to write the journeyperson examination. Female apprentices were more likely to seek any type of employment as opposed to trade-related employment, and for those pursuing further education, female apprentices were more likely to do so outside of their trade than males.

- While the overall number of apprentices who reported experiencing discrimination and/or harassment was relatively small (6.4%, n=283), females reported being the target (12%, n= 74) twice as often as males (6% , n= 209). However, females took more action when confronted with these situations.

- While female apprentices reported lower rates of satisfaction with their choice of trade than males, their overall rate of satisfaction was still close to 80%.

1.0 2003 SURVEY OF ACTIVE AND INACTIVE APPRENTICES OF NEWFOUNDLAND AND LABRADOR

1.1 INTRODUCTION

Apprenticeship training in Newfoundland and Labrador is provided for 37 designated occupations covering a wide variety of trades (see Appendix A). Apprenticeship, a proven industry-based training system, is an agreement between a person who wants to learn a skill, an apprentice, and an employer who needs a skilled worker. The training system combines on-the-job experience with both technical and theory-based training.

Originally, apprenticeship training began when an individual signed a Memorandum of Understanding[1] and started the on-the-job training component of their apprenticeship. In 1998, this was changed and apprenticeship began when an individual first registered at a training institution or signed a Memorandum of Understanding and continued until such time as that individual completed all of the required technical training and on-the-job experience necessary to write a provincial or interprovincial examination. As of September 1, 2003 the Provincial Apprenticeship and Certification Board decided to revert to the original situation.

Apprenticeship programs generally last four to five years with approximately 75% of those years spent in the workplace, and the remaining 25% at a training institution. Entry-level courses are generally accessed through the College of the North Atlantic or one of several private colleges throughout the Province (see Appendix B). After the completion of entry-level courses normally spanning three semesters, apprentices seek to gain on-the-job experience or log hours with an employer. Advanced-level training is interspersed with on-the job training. Once all courses have been completed at the institution, the required competencies are achieved on the job and the prescribed amount of hours have been logged, apprentices can challenge the certification examination.

For those apprentices that complete their training and receive journeyperson certification, their employment outcomes are very positive. The results of the follow-up of those certified in the year 2000[2] showed that almost 80% of those surveyed found full-time employment and 90% of employed journeypersons earned weekly wages higher than $560.

Despite the positive outcomes for certified journeypersons, attrition in apprenticeship programs is high. Approximately 600-700 apprentices are registered each year by the Institutional and Industrial Education

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[1] A Memorandum of Understanding (MOU) for Apprenticeship is a written agreement entered into between a person and an institution or employer under which the person endeavours to become proficient in an occupation based on a mix of in-school and on-the-job training as outlined in the plan of apprenticeship training. The obligations of the employer or training institution are also established.

[2] Department of Youth Services and Post-Secondary Education, *CareerSearch 2002: Employment Experience and Earnings of 2000 Graduates*, 2002

Division of the Department of Education and, of those that continue the program to its completion, an average of 92% are successful in receiving certification. Yet, there are only on average 230 certifications each year, and close to 50% of registered apprentices are listed in the Apprenticeship Information Management System (AIMS) as inactive, that is, they are not employed in their respective occupation or attending institutional training. Taken together, only about half of apprentices who register actually remain active in their trade, and less than that go on to become certified journeypersons.

This is an area of concern given that Human Resources and Skills Development (HRSD) is predicting a shortfall of skilled trades persons into the next decade. The business community in Newfoundland and Labrador supports this prediction. A 2002 survey conducted by the Canadian Federation of Independent Business[3] determined that 39% of business owners in the Province were concerned with the shortage of qualified labour in 2002 and predicted greater levels of hiring difficulty in the future. One course of action suggested by the business owners to address the shortfall was for educational institutions to encourage more students to go into the trades. However, as determined through the survey and discussed further in this report, the shortage of employment opportunities for apprentices contributes considerably to the problem of apprentices logging on-the-job hours and completing their requirements for certification.

The Expert Panel on Skills (2000) has recognized that promoting the participation of women and equity groups in apprenticeship to address this predicted shortfall is vital. However, females do not appear to be taking advantage of this opportunity for potential employment as readily as their male counterparts. The question is whether this is a case of missed opportunity and lack of interest in non-traditional trades or one of denied accessibility and barriers to apprenticeship for women.

In an attempt to gain greater insight into apprenticeship and to address some of the questions raised with respect to high attrition and low female participation in the program, the Corporate Planning and Research Division of the Department of Education conducted a survey of all active and inactive apprentices in Newfoundland and Labrador as of September 1, 2002. Information was collected regarding employment status prior to registering as apprentices and their status at the time of survey. Apprentices were asked questions pertaining to their entry-level in-class technical training and on-the-job work experience in their trade as well as their satisfaction with these components of their apprenticeship. The pursuit of further in-class training and the intent of apprentices to write the journeyperson examination in their trade were also examined.

It is anticipated that information gained through this survey will be beneficial to policy makers and program administrators in forming and shaping policy around apprenticeship. This information can also be useful to apprentices as well as those considering entering apprenticeship, to see what the experiences and employment outcomes of other apprentices have been, thereby allowing them to make better-informed decisions.

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[3] CFIB, *Survey on Labour Availability and Training*, September to October, 2002.

1.2 SURVEY METHODOLOGY

The survey population consisted of all active and inactive apprentices registered in Newfoundland and Labrador as of September 1, 2002. This date was chosen so that most apprentices would have completed their entry-level courses and have attempted to log on-the-job hours before responding to the survey. Trades qualifiers, who are people who have worked enough hours and learned enough skills in the trade to challenge the journeyperson examination without having done all the in-class training were omitted from the survey.

An important aspect to the success of this project was the input of numerous key stakeholders, which was sought to help develop the survey instrument. Officials representing a number of groups were consulted in this developmental stage. These people were provided with up-to-date versions of the survey instrument and asked to provide feedback for the purpose of further refining the instrument. The groups consulted during this process included:

- The Department of Education
    - Division of Institutional and Industrial Education
    - Skills Development Secretariat
- Provincial Apprenticeship and Certification Board
- Women's Policy Office, Executive Council
- Women in Resource Development Committee
- College of the North Atlantic
- Newfoundland and Labrador Association of Career Colleges
- Human Resources and Skills Development

Additionally, several Internet resources regarding apprenticeship in other provinces of Canada were reviewed.

Surveying commenced once the survey instrument had been developed to the satisfaction of the key stakeholders. The surveys were conducted during the winter and spring of 2003 using a computer-assisted telephone interviewing (CATI) system, which allows for more accurate data entry and a reduction in the amount of data cleaning required at the completion of the surveys. It should be noted that given the logistics of the project, the majority of responses were collected in the winter, historically a time of less employment for many trades but also, for the purpose of surveying, a period of greater accessibility. Table 1.2.1 shows the number and percentage of surveys completed during each month of surveying.

Table 1.2.1: Completed Surveys by Month of Contact, 2003 Survey of Active and Inactive Apprentices

Month of 2003	Number of Completed Surveys	Percentage of Total Completed Surveys
February	752	17.1
March	1893	43.0
April	1391	31.6
May	365	8.3
Total	**4401**	**100.0**

A census of all active and inactive apprentices registered as of September 1, 2002 was attempted. As shown in Table 1.2.2, there were 8741 active and inactive apprentices in the survey population, and telephone surveys were completed for 4401. Surveyors were unable to contact another 4340 for a variety of reasons including: incorrect phone numbers (61%), no response after several call attempts (24%), or the apprentice was unavailable throughout the survey period (3%). A further 5% of the 4340 apprentices refused to answer the survey, and 3% of households refused to allow access to the apprentice.

Table 1.2.2: Response Rate for 2003 Survey of Active and Inactive Apprentices by Trade

Trade	Apprentices in Trade	Completed Survey		Trade	Apprentnices in Trade	Completed Survey	
		N	%			N	%
Automotive Service Technician	750	352	46.9	Motor Vehicle Body Repairer (Metal &	169	83	49.1
Boilermaker	11	3	27.3	Oil Burner Mechanic	75	34	45.3
Bricklayer	28	8	28.6	Paner and Decorator	7	3	42.9
Cabinet Maker	2	0	0.0	Plumber	124	70	56.5
Carpenter	928	418	45.0	Power Systems Operator	6	5	83.3
Construction Electrician	622	394	63.3	Powerline Technician (Construction)	2	2	100.0
Cook	514	259	50.4	Powerline Technician (Operating)	103	56	54.4
Driller/Blaster	4	3	75.0	Refrigeration and Air Conditioning	84	51	60.7
Hairstylist	1168	434	37.2	Residential Electrician	12	7	58.3
Heavy Duty Equipment Technician	370	194	52.4	Sheet Metal Worker	41	31	75.6
Heavy Equipment Operator	940	498	53.0	Small Equipment Repair Technician	43	13	30.2
Industrial Electrician	138	45	32.6	Sprinkler System Installer	15	8	53.3
Industrial Instrument Mechanic	150	87	58.0	Steamfitter/Pipefitter	324	201	62.0
Industrial Mechanic (Millwright)	511	271	53.0	Stonemason	10	4	40.0
Machnist	93	59	63.4	Truck and Transport Mechanic	77	45	58.4
Maintenance Operator	47	32	68.1	Welder	1069	561	52.5
Metal Fabricator (Fitter)	132	85	64.4	Total	8741	4401	50.3
Mobile Crane Operator	172	85	49.4				

1.3 OUTLINE OF REPORT

The report that follows is presented in two distinct sections. Part I, consisting of Chapters 1-8, presents the issues covered by the survey with an emphasis on text and discussion. The report will determine the extent to which apprentices have been successful in completing the requirements of their programs and any barriers that prevented them from doing so. It will also examine apprentices' status prior to registration in the program, where they sourced their funding, and their in-class and on-the-job experiences and satisfaction. Additionally, further training and intent to write the journerperson examination will be discussed. In many cases, these issues are presented with respect to individual trades where dramatic differences were found. Part I concludes with a chapter devoted to gender-inclusive analysis and more specifically a discussion of apprenticeship issues as they relate to women in trades.

Part II of the report presents key statistics and indicators from the survey for each individual trade. It is anticipated that while Part I of the report presents the issues of apprentices required for discussions of policy, Part II may be used more as a quick reference resource for policy makers, program administrators, employers, apprentices and potential apprentices when examining individual trades.

2.0 PROFILE OF SURVEY RESPONDENTS

2.1 INTRODUCTION

Apprentices come from varied backgrounds and bring to their training vastly different experiences. Accordingly, information regarding their background, their previous knowledge of apprenticeship, and their designated trade in particular, prior to their registration can increase understanding of how apprentices progress though the system and the factors that influenced their decision in choosing this career path. This chapter outlines the demographics and previous experience and knowledge of the survey respondents. Respondents were asked a series of questions regarding their status and their knowledge of apprenticeship programs immediately prior to their registration as apprentices.

2.2 DEMOGRAPHICS

2.2.1 Gender

The vast majority of registered apprentices are male. In fact, of the 8741 apprentices registered in the Province, 7281 (83%) are male and 1460 (17%) are female. Representative of the apprentice population, the survey pool included 3797 (86%) males and 604 (14%) females.

The response rates for males and female are presented in Table 2.2.1a.

Table 2.2.1a: Response Rates by Gender

Gender	Completed Survey		Did Not Complete Survey		Total	
	N	%	N	%	N	%
Female	604	41.4	856	58.6	1460	100.0
Male	3797	52.1	3484	47.9	7281	100.0
Total	**4401**	**50.3**	**4340**	**49.7**	**8741**	**100.0**

While the response rate for female apprentices is considerably lower than that for males, it should be noted that for trades other than Hairstylist, the response rate for females improves to 53%. This is because of the priority given for contacting as many female apprentices as possible in these non-traditional trade areas. Since 80% of all female apprentices are in the Hairstylist trade, the lower response for this trade lowers the overall female apprentice response rate considerably. However, since over 400 female Hairstylist apprentices responded to the survey, this trade is well represented in the results (see Chapter 8).

The number of female and male respondents are presented for each trade in Table 2.2.1b.

Table 2.2.1b: Respondents by Trade and Gender

Trade	Female		Male		Total	
	N	%	N	%	N	%
Automotive Service Technician	13	3.7	339	96.3	352	100.0
Boilermaker	0	0.0	3	100.0	3	100.0
Bricklayer	1	12.5	7	87.5	8	100.0
Carpenter	9	2.2	409	97.8	418	100.0
Construction Electrician	6	1.5	388	98.5	394	100.0
Cook	87	33.6	172	66.4	259	100.0
Driller/Blaster	0	0.0	3	100.0	3	100.0
Hairstylist	417	96.1	17	3.9	434	100.0
Heavy Duty Equipment Technician	2	1.0	192	99.0	194	100.0
Heavy Equipment Operator	15	3.0	483	97.0	498	100.0
Industrial Electrician	0	0.0	45	100.0	45	100.0
Industrial Instrument Mechanic	1	1.1	86	98.9	87	100.0
Industrial Mechanic (Millwright)	9	3.3	262	96.7	271	100.0
Machinist	1	1.7	58	98.3	59	100.0
Maintenance Operator	0	0.0	32	100.0	32	100.0
Metal Fabricator (Fitter)	7	8.2	78	91.8	85	100.0
Mobile Crane Operator	1	1.2	84	98.8	85	100.0
Motor Vehicle Body Repairer (Metal & Paint)	3	3.6	80	96.4	83	100.0
Oil Burner Mechanic	1	2.9	33	97.1	34	100.0
Painter and Decorator	2	66.7	1	33.3	3	100.0
Plumber	2	2.9	68	97.1	70	100.0
Power Systems Operator	0	0.0	5	100.0	5	100.0
Powerline Technician (Construction)	0	0.0	2	100.0	2	100.0
Powerline Technician (Operating)	0	0.0	56	100.0	56	100.0
Refrigeration and Air Conditioning Mechanic	0	0.0	51	100.0	51	100.0
Residential Electrician	1	14.3	6	85.7	7	100.0
Sheet Metal Worker	0	0.0	31	100.0	31	100.0
Small Equipment Repair Technician	0	0.0	13	100.0	13	100.0
Sprinkler System Installer	0	0.0	8	100.0	8	100.0
Steamfitter/Pipefitter	3	1.5	198	98.5	201	100.0
Stonemason	0	0.0	4	100.0	4	100.0
Truck and Transport Mechanic	0	0.0	45	100.0	45	100.0
Welder	23	4.1	538	95.9	561	100.0
Total	**604**	**13.7**	**3797**	**86.3**	**4401**	**100.0**

2.2.2 Age

On average, apprentices were just over 30 years of age. This did not differ significantly between female and male apprentices, whose average age was 29.3 and 30.6 years, respectively (Table 2.2.2).

Table 2.2.2: Average Age of Apprentices by Trade

Trade[1]	N	Average Age in Years
Automotive Service Technician	352	27.2
Carpenter	418	31.9
Construction Electrician	394	31.1
Cook	259	31.0
Hairstylist	434	28.4
Heavy Duty Equipment Technician	194	28.7
Heavy Equipment Operator	498	34.0
Industrial Electrician	45	35.9
Industrial Instrument Mechanic	87	36.3
Industrial Mechanic (Millwright)	271	29.1
Machinist	59	28.1
Metal Fabricator (Fitter)	85	31.0
Mobile Crane Operator	85	33.7
Motor Vehicle Body Repairer (Metal & Paint)	83	26.5
Oil Burner Mechanic	34	32.9
Plumber	70	30.6
Powerline Technician (Operating)	56	26.5
Refrigeration and Air Conditioning Mechanic	51	31.8
Sheet Metal Worker	31	32.4
Steamfitter/Pipefitter	201	29.2
Truck and Transport Mechanic	45	30.8
Welder	561	28.9
All Trades	**4401**	**30.4**

[1] Only trades with at least 25 responses are presented in this table. The summary row (All Trades) represents all responses from all trades for this question.

There was some degree of variation with respect to the average age of apprentices in the individual trades. The average age ranged from 26.5 years for those in Motor Vehicle Body Repairer (Metal & Paint) and Powerline Technician (Operating), to 36.3 years for Industrial Instrument Mechanic apprentices.

2.2.3 Marital Status

A similar percentage of apprentices were single compared to being married or living common-law, as is shown in Figure 2.2.3. Overall, 51% of females apprentices reported being single, as opposed to 46% of male apprentices.

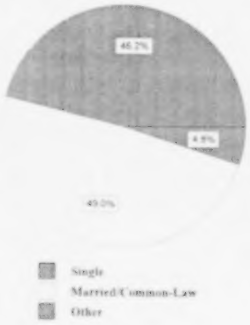

Figure 2.2.3: **Marital Status of Apprentices (n=4401)**

2.2.4 Dependent Children

More than one-third (38%) of apprentices reported they had children dependent on them, as is shown in Figure 2.2.4. More female (46%) than male (37%) apprentices reported having dependent children.

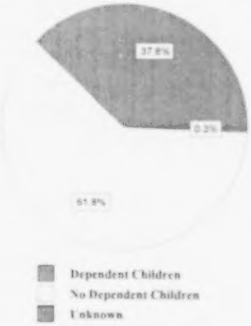

Figure 2.2.4: **Presence of Dependent Children (n=4401)**

2.2.5 Educational Attainment

The majority of apprentices surveyed reported that the highest level of education attained prior to registration as apprentices was a high school diploma or equivalent (65%). As shown in Figure 2.2.5, 10% reported some high school while 14% indicated they held a college diploma.

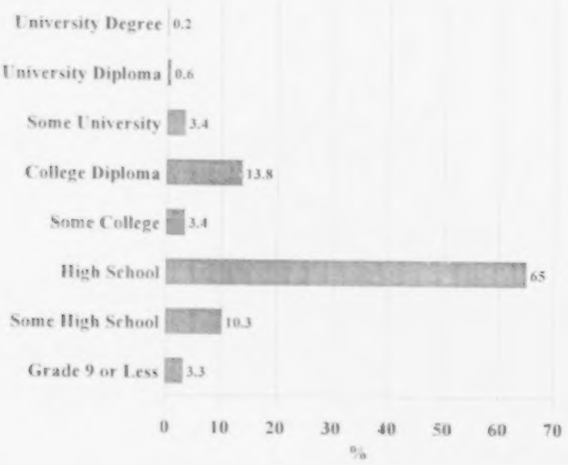

Figure 2.2.5: Highest Level of Education Attained (n=4401)

The largest percentage of apprentices with a college diploma prior to registration were Industrial Instrument Mechanics (39%) and Industrial Electricians (38%). Previous research would support this finding. A report of the Electrical Construction Industry of Newfoundland and Labrador (2003) showed that of the 2158 journeypersons in electrical trades in April 2003, 352 (16%) held more than one certificate. It can be assumed therefore that the college diplomas held by Industrial Electrician and Industrial Instrument Mechanic apprentices in this study are for other electrical trades, such as Construction Electrician.

Over one-quarter of Mobile Crane Operator (28%) and Refrigeration and Air Conditioning Mechanic (26%) apprentices also indicated they held a college diploma.

At 32%, the Heavy Equipment Operator trade reported the highest percentage of apprentices with less than high school. In fact, 11% indicated that they had attained Grade 9 or less prior to registration as an apprentice.

2.2.6 Labour Market Status Prior to Registration

Apprentices were asked to indicate what their employment status was immediately prior to their registration. Those who gave multiple responses (195, or 4%) were assigned to categories.[1]

The vast majority of apprentices were in the labour force immediately prior to registration with approximately 86% reporting they were either employed (53%) or unemployed (33%) (Figure 2.2.6a). Most of the remaining apprentices (12%) were in high school or post-secondary studies.

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[1] Categories were assigned based on the following ranking: 1) in high school; 2) in post-secondary education; 3) employed; 4) out of the labour market; 5) seasonal; 6) unemployed; and 7) other/unknown. It should be noted that "seasonal" was not a choice in the survey question however those who made a point that they were seasonal workers and responded "other" were categorized as "seasonal".

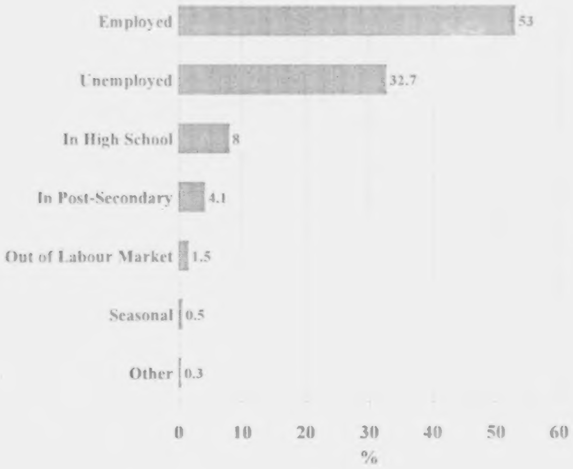

Figure 2.2.6a: Labour Market Status (n=4401)

At just under 76%, Plumbers and Truck and Transport Mechanics reported the highest rates of employment immediately prior to registration, while at 43% and 45% respectively, Hairstylists and Metal Fabricators (Fitters) reported the lowest. Not surprisingly, the prior labour market status of older apprentices indicates a greater attachment to the labour force for these individuals, as is shown in Table 2.2.6.

Table 2.2.6: Labour Market Status by Age Category

Age Category	Labour Market Status															
	Employed		Unemployed		In High School		In Post-Secondary		Out of Labour Market		Seasonal		Other		Total	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
<20 Years	42	36.8	29	25.4	41	36.0	0	0.0	0	0.0	0	0.0	2	1.8	114	100.0
21-25 Years	784	50.7	439	28.4	239	15.5	70	4.5	9	0.6	3	0.2	1	0.1	1545	100.0
26-30 Years	594	56.1	329	31.1	48	4.5	65	6.1	16	1.5	3	0.3	3	0.3	1058	100.0
31-35 Years	339	54.2	240	38.4	6	1.0	21	3.4	11	1.8	6	1.0	2	0.3	625	100.0
36-40 Years	242	55.4	165	37.8	6	1.4	8	1.8	10	2.3	3	0.7	3	0.7	437	100.0
41+ Years	292	53.4	208	38.0	10	1.8	13	2.4	16	2.9	4	0.7	4	0.7	547	100.0
Unknown	41	54.7	29	38.7	0	0.0	2	2.7	2	2.7	1	1.3	0	0.0	74	100.0
Total	**2334**	**53.0**	**1439**	**32.7**	**350**	**8.0**	**179**	**4.1**	**64**	**1.5**	**20**	**0.5**	**15**	**0.3**	**4401**	**100.0**

Apprentices who listed their prior status as "Employed" (53%, n=2334) were asked to identify their type of employment. As shown in Figure 2.2.6b, 67% (n=1563) of those employed immediately prior to registration were not working in the apprenticeable trades.

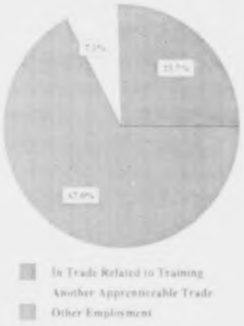

Figure 2.2.6b: Type of Employment (n=2334)

Powerline Technician (Operating) (91%), Steamfitter/Pipefitter (85%) and Hairstylist (84%) apprentices most frequently reported that they did not have previous trade-related employment.

Twenty-six percent (n=600) of apprentices employed prior to registration were working in the trade in which they enrolled for training. This occurred most frequently for apprentices in Cook (51%), Plumber (47%) and Truck and Transport Mechanic (44%) trades.

The remaining 7% (n= 171) of apprentices employed prior to registration had jobs in a trade other than the one in which they were enrolled for training and occurred most frequently in the Industrial Instrument Mechanic (33%), Mobile Crane Operator (23%) and Industrial Electrician (21%) trades. As indicated previously, Industrial Electrician and Industrial Instrument Mechanic apprentices often hold a certificate for another electrical trade prior to becoming an apprentice again (Electrical Construction Industry of Newfoundland and Labrador, 2003).

2.3 PRIOR KNOWLEDGE AND EXPERIENCE

2.3.1 Sources of Information About Apprenticeship

Just over 43% of apprentices indicated that they received their information regarding apprenticeship from their college or training institution. Friends (41%) and family (32%) were also deemed to be important sources of information. Figure 2.3.1 illustrates the sources of information cited by apprentices (allowing for multiple responses).

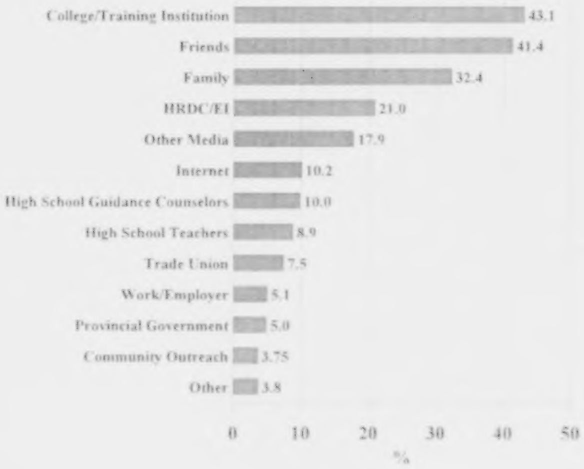

Figure 2.3.1: **Apprentices' Sources of Information Regarding Apprenticeship (n=4401)**

While high school students are more likely to rely on family and friends as the primary source of career information (*Beyond High School*, 2003), clearly apprentices, whose average age is 30.4 years, rely more heavily on their college or training institution for career information.

This finding may be partly due to a policy implemented by the Provincial Apprenticeship and Certification Board in 1998 which required students in trades programs to register for apprenticeship upon enrolment at their college. One of its stated goals was to increase trades students' awareness of the full scope of apprenticeship. Given that 79% of all apprentices registered between 1998 and 2002, the vast majority were recipients of this policy. Clearly, with 43% of apprentices citing their college or institution as a source of information, this policy was working.

It should be noted that effective September 2003 this policy changed. Trades students are now required to register for apprenticeship when they begin to log on-the-job hours within the Province. To ensure that apprentices continue to have timely and effective access to apprenticeship information, the Division of Industrial Training is preparing a presentation regarding apprenticeship to be distributed to all training institutions and presented to entry-level trades students in the first month of their training. In addition, a development officer from the Division will meet with students approximately 3-5 weeks before they finish their entry-level courses to discuss the roles and responsibilities of apprentices, employers and development officers.

However these findings seem to suggest that greater emphasis needs to be placed on putting information on apprenticeship into high schools. Only a small percentage of apprentices reported that high school teachers (9%) or guidance counselors (10%) had been a source of information on apprenticeship programs. This is supported by the findings on the status of apprentices prior to registration - only 8% reported entering an apprenticeship directly from high school.

2.3.2 Knowledgeable About Job Opportunities in Their Trade

More than 90% (n=4012) of apprentices reported they were either somewhat or very knowledgeable about job opportunities in their trade prior to their registration as an apprentice (Figure 2.3.2).

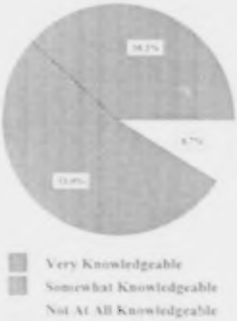

Figure 2.3.2: How Knowledgeable Apprentices Were About Job Opportunities in their Trade Prior to Registration (n=4401)

Collectively 38% (n=2328) of apprentices reported that they were very knowledgeable about job opportunities in their trade. However, this percentage varied between individual trades with Truck and Transport Mechanic (53%), Sheet Metal Worker (48%) and Carpenters (47%) apprentices the most informed.

Only 9% of apprentices reported that they were not at all knowledgeable about job opportunities in their trade prior to registration. Again, this percentage varied considerably between trades.

2.3.3 Awareness that Apprenticeship Involved both In-class Training and On-the-job Work Experience

The vast majority of apprentices (93%, n=4087) reported that they were aware that apprenticeship involved both in-class training and on-the-job work experience. The least aware of these two apprenticeship components were Mobile Crane Operator apprentices at 86%.

2.3.4 Factors which Influenced the Decision to Register as Apprentices

An interest in the trade and the prospect of employment were the main reasons apprentices decided to register (allowing for multiple responses), as shown in Figure 2.3.4.

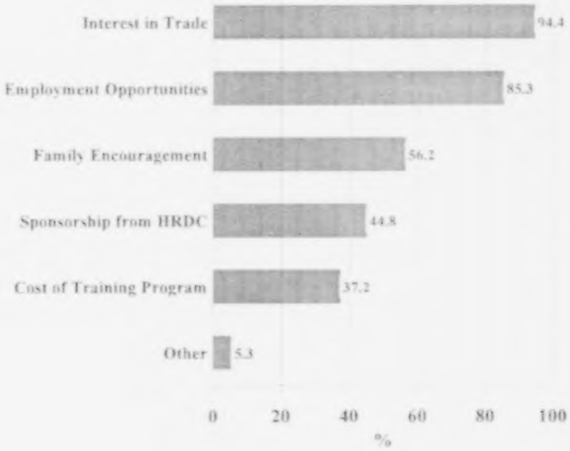

Figure 2.3.4: Factors that Influenced Apprentices' Decision to Register (n=4401)

Over half (56%) of apprentices reported that family encouragement was a factor that influenced their decision to register, indicating that regardless of where they sourced their information on apprenticeship, families can still be an important influence. After family encouragement, HRSD sponsorship (45%) and cost of program (37%) were most common influences reported by apprentices.

When these factors are examined by trade, 66% of Metal Fabricator (Fitter) apprentices reported that receiving HRSD funding was an important influence on their decision to register. However, only 26% of Hairstylists reported that receiving funding from HRSD was a reason for their registration as apprentices. The issue of HRSD funding is discussed at length in Chapter 7, Sources of Funding.

2.4 SUMMARY

The majority of registered apprentices in Newfoundland and Labrador are male (83%).

The average age of apprentices was 30.4 years. This did not differ significantly between males (30.6 years) and females (29.3 years).

Over half (53%) of male apprentices were married compared to 49% of women. However, 46% of females reported having dependent children compared to 37% of males.

High school was the highest level of education attained by 65% of apprentices, 10% reported some high school while 14% indicated they held a college diploma.

The majority of apprentices (53%) were employed immediately prior to their registration, with variation by trade. With another 33% unemployed, over 85% of surveyed apprentices participated in the labour market prior to their registration.

Of those previously employed, two-thirds were employed outside the trade, and one-quarter were already working in the trade. This varied considerably by trade.

The most commonly reported sources of information about apprenticeship were the college or training institution, friends and family. Only a small percentage of apprentices reported that high school teachers (9%) or guidance counselors (10%) had been a source of information on apprenticeship programs. More than 90% of apprentices reported they were at least somewhat knowledgeable about job opportunities in their trade, as well that apprenticeship involved both in-class and on-the-job training.

Interest in the trade and employment opportunities were the overwhelming reasons given by apprentices for deciding to register.

3.0 ENTRY-LEVEL/PRE-EMPLOYMENT INSTRUCTION

3.1 INTRODUCTION

The in-class instruction apprentices receive can be either lecture-based or self-paced. In the traditional lecture method, the instructor diagnoses learning needs, formulates learning objectives, designs a pattern of learning experiences and evaluates results.

Self-paced individualized instruction allows for more learner control and independence within the traditional classroom setting. The learner assumes primary responsibility for planning, implementing, and evaluating their learning experiences with the instructor providing guidance where necessary. The assumption with this delivery methodology is learner readiness, that is, the learner has the initiative, a strong ability to learn independently, persistence in learning and self-discipline to succeed as a self-directed learner. Self-paced individualized instruction also requires the availability of an extensive amount of learning resources to support the student's efforts.

For survey respondents who registered between 1996 and 2002 (97.6% of known registration dates), apprenticeship registration occurred when they enrolled in their entry-level courses. However, some apprentices chose to gain on-the-job experience before starting their entry-level courses. These apprentices are referred to as direct entry apprentices.

Respondents were asked a series of questions regarding their apprenticeship in-class training courses. These questions ranged from which institution they attended and whether they completed their entry-level training to their satisfaction with their training.

3.2 INSTITUTION APPRENTICES ATTENDED

3.2.1 Apprenticeship Attendance by Institution

The institution apprentices attended for entry-level courses are presented in Table 3.2.1. It is important to note that of the 4401 apprentices who responded to the survey, 94 indicated that they had not yet started their training courses.

Table 3.2.1: **Apprenticeship Attendance by Institution**

Institution	Number Attended	Percentage Attended
College of the North Atlantic	2238	52.0
Academy Canada	469	10.9
Centrac College	273	6.3
Central Training Academy	214	5.0
Dietrac Technical Institute	174	4.0
Carpenter's Training Institute	126	2.9
Operating Engineers	103	2.4
LeMoine's School of Aesthetics and Hair Design	76	1.8
Woodford Training Centre	67	1.6
Exploits Welding Technical Institute	57	1.3
Avalon Driver Training Institute	55	1.3
Keyin College	47	1.1
Highland College	45	1.0
UA Training Centre	39	0.9
Career Academy	38	0.9
Atlantic Construction Training Centre	32	0.7
Marine Institute of Memorial University	30	0.7
Canadian Career Institute of Technology	26	0.6
Techline College	15	0.3
Corona College	14	0.3
Canadian Training Institute	10	0.2
Other	147	3.4
Unknown	11	0.3
Total	**4307**	**100.0**

The College of the North Atlantic (CNA) had the highest percentage of apprentices in attendance in the majority of the trades (52%). The exceptions were: Mobile Crane Operators, where 50% attended the Operating Engineers College; Heavy Equipment Operators, where 43% attended Central Training Academy; and Carpenters, where 30% attended the Carpenter's Training Institute.

3.2.2 Apprenticeship Attendance by Public versus Private Institution

Apprenticeship training is offered at many public and private institutions throughout the province. For Metal Fabricator (Fitter), Powerline Technician (Operating) and Refrigeration and Air Conditioning Mechanic trades, courses are only offered at public training institutions in this province. Apprentices' attendance in public and private institutions by trade is presented in Table 3.2.2.

Table 3.2.2: Apprenticeship Attendance by Type of Institution and Trade

Trade[1]	Type of Institution Attended							
	Public		Private		Other/Unknown		Total	
	N	%	N	%	N	%	N	%
Automotive Service Technician	193	55.5	146	42.0	9	2.6	348	100.0
Carpenter	123	30.1	270	66.0	16	3.9	409	100.0
Construction Electrician	253	71.1	77	21.6	26	7.3	356	100.0
Cook	223	86.8	30	11.7	4	1.6	257	100.0
Hairstylist	94	21.7	335	77.4	4	0.9	433	100.0
Heavy Duty Equipment Technician	123	64.1	65	33.9	4	2.1	192	100.0
Heavy Equipment Operator	90	18.1	397	79.7	11	2.2	498	100.0
Industrial Electrician	37	88.1	0	0.0	5	11.9	42	100.0
Industrial Instrument Mechanic	78	95.1	0	0.0	4	4.9	82	100.0
Industrial Mechanic (Millwright)	136	50.9	122	45.7	9	3.4	267	100.0
Machinist	58	98.3	1	1.7	0	0.0	59	100.0
Maintenance Operator	29	90.6	0	0.0	3	9.4	32	100.0
Metal Fabricator (Fitter)	85	100.0	0	0.0	0	0.0	85	100.0
Mobile Crane Operator	40	47.6	42	50.0	2	2.4	84	100.0
Motor Vehicle Body Repairer (Metal & Paint)	58	69.9	20	24.1	5	6.0	83	100.0
Oil Burner Mechanic	30	93.8	1	3.1	1	3.1	32	100.0
Plumber	36	60.0	13	21.7	11	18.3	60	100.0
Powerline Technician (Operating)	56	100.0	0	0.0	0	0.0	56	100.0
Refrigeration and Air Conditioning Mechanic	46	93.9	0	0.0	3	6.1	49	100.0
Sheet Metal Worker	24	80.0	4	13.3	2	6.7	30	100.0
Steamfitter/Pipefitter	107	54.0	80	40.4	11	5.6	198	100.0
Truck and Transport Mechanic	42	95.5	2	4.5	0	0.0	44	100.0
Welder	276	49.6	266	47.8	15	2.7	557	100.0
All Trades	**2268**	**52.7**	**1881**	**43.7**	**158**	**3.7**	**4307**	**100.0**

[1] Only trades with at least 25 responses are presented in this table. The summary row (All Trades) represents all responses from all trades for this question.

As the only source for course offerings, 100% of Powerline Technician (Operating) and Metal Fabricator (Fitter) apprentices accessed their entry-level courses at the public college. A high percentage of Machinist (98%), Truck and Transport Mechanic (96%) and Industrial Instrument Mechanic (95%) apprentices also attended the public college.

Private colleges attracted a high percentage of Heavy Equipment Operator (80%) and Hairstylist (77%) apprentices. Additionally two-thirds of Carpenter apprentices (66%) attended a private college for their entry-level courses.

3.3 COMPLETION OF ENTRY-LEVEL COURSES

3.3.1 Apprentices' Completion of Entry-level Courses

The majority of apprentices surveyed completed their entry-level courses (86%, n=3794), as illustrated by Figure 3.3.1.

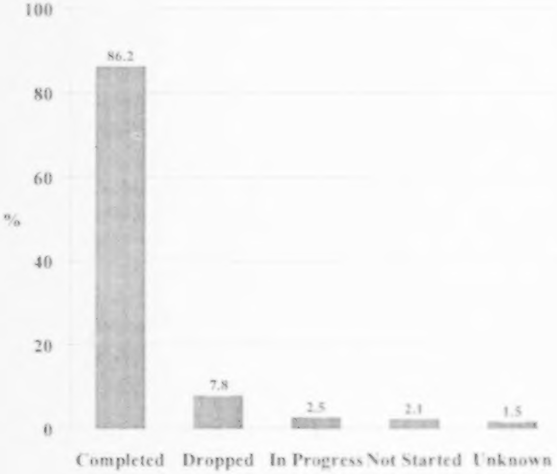

Figure 3.3.1: **Apprentices' Entry-level Course Completion Status (n=4401)**

Less than 3% of apprentices indicated that they were still in the process of completing their entry-level courses while a further 2% had not yet started. Only 8% of apprentices reported dropping their entry-level courses (see Section 3.3.2).

The group of apprentices who had not yet started their entry-level courses (94) was further examined to determine why they had not started their courses. An analysis of prior status for this group showed that 81% were employed immediately prior to registration and 16% were unemployed. Furthermore, the 63% of employed apprentices in this group were working in the trade in which they had registered. These apprentices were on average 33.0 years of age, which is older than the 30.4 year average age of all apprentices. Taken together, it is apparent that these individuals were direct entry apprentices, that is, apprentices who chose to log on-the-job hours in their trade rather than begin apprenticeship with their entry-level courses. Most of these apprentices are accounted for in the Construction Electrician (40%) and Plumber (11%) trades.

Among the individual trades, there was some variation in the percentage of apprentices who reported completing entry-level training courses. Mobile Crane Operator (98%) and Heavy Equipment Operator (96%) apprentices had the highest percentages of completion.

Industrial Electrician (67%), Plumber (69%), and Construction Electrician (71%) apprentices reported the lowest percentages completing entry-level courses. However, these figures can be somewhat misleading. The percentage of apprentices in these trades who had not yet started their entry-level courses or whose courses were still in progress was 16%, compared to only 3% of the other trades. This higher percentage accounts for the lower completion rates more than does a higher drop rate. This is consistent with findings that many Plumber apprentices are now direct entry apprentices (logging on-the-job hours before enrolling in entry-level courses), and many Electrician apprentices attempt to attain more than one certification and consequently have already completed some courses. When those apprentices who had not started, were in progress, or whose completion status was unknown are removed from the calculation, the percentages having completed entry-level in these trades is considerably higher: Industrial Electrician (81%), Plumber (92%) and Construction Electrician (88%).

3.3.2 When and Why Apprentices Dropped Their Entry-level Courses

Entry-level programs are generally of 9 months duration and can be divided into three segments: the first two segments of 15 weeks duration, and the final 7 weeks. As shown in Figure 3.3.2, more apprentices reported having dropped entry-level courses later in the program than earlier. Just over 35% (121 of 342) did so in the final 7 weeks of the program while 30% reported dropping their courses during the second 15 week portion. Only 17% dropped courses in the first 15 weeks.

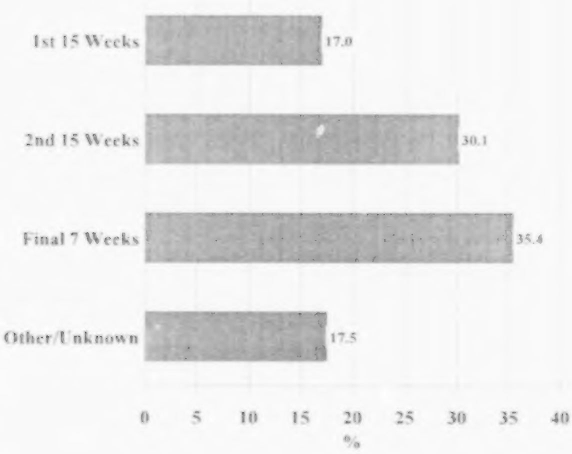

Figure 3.3.2: **When Apprentices Dropped their Entry-level Courses (n=342)**

There were a variety of reasons why some apprentices dropped their entry-level courses. The most commonly cited reason was to start a job (21.1%). Table 3.3.2 lists the reasons apprentices dropped their entry-level courses and the percentages reporting each reason.

Table 3.3.2: Reasons Reported by Apprentices for Dropping their Entry-level Courses

Main Reason for Dropping	N	%	Main Reason for Dropping	N	%
Started a job	72	21.1	Transportation	8	2.3
Personal/Family issues	38	11.1	Wasn't interested in classroom training	7	2.1
Lost interest in the trade	37	10.8	Program changed/School Closed	7	2.1
Difficulty of the program	36	10.5	Felt their wages in trade wouldn't be high enough	6	1.8
Couldn't pay for in-class training tuition	34	9.9	Felt they wouldn't get a job in the trade	5	1.5
Instruction/Instructors	16	4.7	Waiting to finish courses	2	0.6
Couldn't get student loan	12	3.5	Other	32	9.4
Illness/Injury	10	2.9	Unknown	2	0.6
Didn't feel that training was necessary	9	2.6	**Total**	**342**	**100**
Pursued other education/training	9	2.6			

Overall, apprentices reported "Starting a job" as the main reason for dropping their courses. Other reasons were more commonly reported for some trades than others. The most commonly reported reason cited by Hairstylists was "Personal/Family issues" (36%). Given the high proportion of females in the trade, this is consistent with findings presented in detail in Chapter 8, Women in Trades. Significant percentages of Automotive Service Technicians cited "Difficulty of the program" (19%) while almost one-third of Heavy Duty Equipment Technicians reported "Couldn't pay for in-class training tuition" (29%).

Interestingly, younger apprentices (those aged 25 years or less) most often cited the "difficulty of the program" and/or "poor instruction/instructors" as their primary reason for dropping courses while starting a job was reported by more mature apprentices.

3.4 METHOD OF INSTRUCTION

3.4.1 Instructional Methodology for Training Courses

Over half (57%) of apprentices surveyed reported their entry-level program was delivered through the lecture-based method of instruction (Figure 3.4.1). The self-paced method of instruction was reported by 34.3% of apprentices, while 8.9% of apprentices were not sure or the method of delivery was unknown.

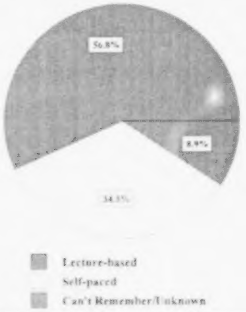

Figure 3.4.1: Methods of Instruction for Apprentices' Training Courses (n=4307)

Industrial Instrument Mechanics (85%), Refrigeration and Air Conditioning Mechanics (76%), and Industrial Mechanics (Millwrights) (72%) apprentices reported the highest percentages of lecture-based instruction.

The highest percentage of apprentices receiving self-paced instruction were Powerline Technicians (Operating) (73.2%) and Truck and Transport Mechanics (71%). Over half of Industrial Electrician (57%), Machinist (54%) and Sheet Metal Worker (53%) apprentices also reported that their entry-level courses were self-paced.

3.4.2 Level of Satisfaction with Entry-level Instruction

Overall, 85% of surveyed apprentices were satisfied with their entry-level instruction, as is shown by Figure 3.4.2.

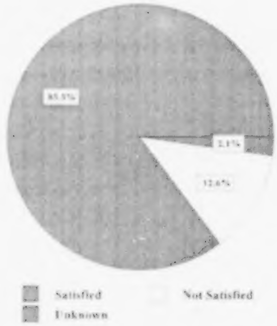

Figure 3.4.2: Apprentices' Satisfaction with Entry-level Instruction (n=4307)

There was, however, considerable variation among the individual trades. Welder (94%), Mobile Crane Operator (93%) and Motor Vehicle Body Repairer (93%) apprentices reported the highest level of satisfaction while Oil Burner Mechanic (63%) and Industrial Electrician (69%) apprentices reported the lowest level of satisfaction with their entry-level instruction.

Of the apprentices who reported they were not satisfied with their entry-level instruction (13%, n=542), the most commonly reported reasons were (allowing for multiple responses) the quality of teaching and/or delivery (56%) and course content (56%).

While the method of instruction was not a prompted choice for this survey question, 9% (48 of 542) of apprentices who reported they were not satisfied with their entry-level instruction indicated they had a problem with the method of instruction used. Most indicated that their issue was with the self-paced method of instruction.

3.4.3 Satisfaction with Entry-level Instruction by Institution Type and Instructional Methods

As satisfaction with instruction may be influenced by the institution attended (public or private) and the method of instruction, the data was examined further to determine if a relationship existed. The results are presented in Table 3.4.3a.

Table 3.4.3a: Satisfaction with Entry-level Instruction, by Institution Type and Method of Instruction

Institution Type and Method of Instruction	Satisfaction with Entry-level Instruction							
	Satisfied		Not Satisfied		Unknown		Total	
	N	%	N	%	N	%	N	%
Public	**1919**	**84.6**	**304**	**13.4**	**45**	**2**	**2268**	**100**
Lecture-based	945	89.3	103	9.7	10	1	1058	100
Self-paced	827	80.8	178	17.4	19	1.8	1024	100
Unknown	147	79	23	12.4	16	8.6	186	100
Private	**1643**	**87.3**	**219**	**11.6**	**19**	**1.1**	**1881**	**100**
Lecture-based	1154	87.3	154	11.6	14	1.1	1322	100
Self-paced	347	87.2	49	12.3	2	0.5	398	100
Unknown	142	88.2	16	9.9	3	1.8	161	100
Other/Unknown	**112**	**70.9**	**19**	**12**	**27**	**17.1**	**158**	**100**
Lecture-based	57	83.8	9	13.2	2	2.9	68	100
Self-paced	43	79.6	8	14.8	3	5.6	54	100
Unknown	12	33.3	2	5.6	22	61.1	36	100
Total	**3674**	**85.3**	**542**	**12.6**	**91**	**2.1**	**4307**	**100**
Lecture-based	2156	88.1	266	10.9	26	1.1	2448	100
Self-paced	1217	82.5	235	15.9	24	1.6	1476	100
Unknown	301	78.6	41	10.7	41	10.7	383	100

When examining satisfaction by public and private institutions, apprentices of private training institutions reported a higher rate of satisfaction than did apprentices at public institutions. For apprentices who attended private colleges, their rates of satisfaction with entry-level instruction showed little difference between instructional methods. However, for apprentices of public colleges, a higher percentage receiving lecture-based instruction reported satisfaction than did those receiving self-paced instruction.

This difference is more pronounced in certain trades in the public colleges, as is shown in Table 3.4.3b.

Table 3.4.3b: Satisfaction with Entry-level Instruction by Method of Instruction and Trade, Public Colleges (n=2268)

Trade[1]	Percentage Satisfied with Entry-level Instruction			Percentage Point Difference Lecture-based versus Self-paced
	Both Methods of Instruction	Lecture-based Instruction	Self-paced Instruction	
Industrial Electrician	67.6	93.3	52.4	40.9
Sheet Metal Worker	70.8	80.0	58.3	21.7
Heavy Duty Equipment Technician	72.4	86.7	65.9	20.6
Automotive Service Technician	81.3	90.7	70.4	20.3
Construction Electrician	77.9	87.9	70.7	17.2
Plumber	75.0	86.7	70.6	16.1
Cook	83.0	89.9	75.6	14.3
Industrial Mechanic (Millwright)	86.0	92.1	78.0	14.1
Oil Burner Mechanic	63.3	70.6	58.3	12.3
Machinist	86.2	92.0	81.3	10.7
Powerline Technician (Operating)	82.1	90.9	80.5	10.4
Industrial Instrument Mechanic	88.5	89.9	83.3	6.6
Hairstylist	86.2	89.5	85.4	4.1
Metal Fabricator (Fitter)	91.8	94.0	90.0	4.0
Motor Vehicle Body Repairer (Metal & Paint)	91.4	93.3	90.0	3.3
Mobile Crane Operator	90.0	92.9	90.5	2.4
Carpenter	95.9	98.0	97.1	0.9
Welder	95.3	94.2	95.7	-1.5
Refrigeration and Air Conditioning Mechanic	80.4	81.1	83.3	-2.2
Heavy Equipment Operator	90.0	87.5	92.6	-5.1
Truck and Transport Mechanic	71.4	66.7	74.2	-7.5
Steamfitter/Pipefitter	93.5	85.7	96.8	-11.1
All Trades in Public Colleges	**84.6**	**89.3**	**80.8**	**8.5**

[1] Only trades with at least 5 responses for both public and private colleges are presented in this table. The summary row (All Trades in Public Colleges) represents all responses from all trades for this question.

There are a small number of trades that favour the self-paced method of instruction in public college campuses, such as Steamfitter/Pipefitter. However, the lecture-based method of instruction was preferred in the majority of trades. This is most apparent with the Industrial Electrician trade. It has one of the lowest rates of satisfaction with training overall (68%), and yet their rate of satisfaction for lecture-based instruction is well over 90%.

A report published by the Electrical Construction Industry of Newfoundland and Labrador (2003) indicates that advanced-level training for Industrial Electricians in this province is only offered through the self-paced instructional method. This report also points out that the number of hours required to complete advanced training for this trade in Newfoundland and Labrador has increased to more than double that of at least three other provinces. This change in duration happened at about the same time that the CNA moved from lecture-based to self-paced instruction for the advanced-level training in this trade. As a result, the length of time needed to complete the current curriculum for advanced-level courses in this trade could account for apprentices' dissatisfaction as much as the instructional method.

Given the higher percentages reporting dissatisfaction with some trades (such as Industrial Electrician) further examination is necessary to determine if the instructional methods currently in place are optimal for apprentices in that trade.

3.5 SUMMARY

The majority (52%) of apprentices attended the College of the North Atlantic for their entry-level instruction. The vast majority (86%) completed their entry-level courses. Those who did not complete did not necessarily drop out; some were simply still in the process of completing their courses while others had not yet started their courses.

Apprentices who dropped their entry-level courses generally did so later in the entry-level program. Courses were dropped for a variety of reasons, however starting a job was the most commonly reported. Younger apprentices (those aged 25 years or less) most often cited the "difficulty of the program" and/or "poor instruction/instructors" as their primary reason for dropping courses while starting a job was reported by more mature apprentices.

The majority of apprentices (57%) reported the method of instruction they received was lecture-based, compared to 34% of apprentices who reported the self-paced method. Again, this varied considerably by trade.

Most apprentices (85%) were satisfied with their entry-level instruction, with considerable variation among trades. When examining satisfaction by public and private institutions, apprentices of private training institutions reported a higher rate of satisfaction than did apprentices at public institutions. For apprentices who attended private colleges, their rates of satisfaction with entry-level instruction showed little difference between instructional methods. However, for apprentices of public colleges, a higher percentage receiving lecture-based instruction reported satisfaction than did those receiving self-paced instruction.

4.0 LOGGING HOURS

4.1 INTRODUCTION

An essential component of the apprenticeship program is logging hours. It comprises approximately 75% of the total program, and with continuous employment and progression through the program, takes approximately 4 years to complete, with some variation for particular trades.

Respondents were asked a series of questions regarding logging hours. These questions included where they logged their hours and their satisfaction with on-the-job training.

4.2 LOGGING ON-THE-JOB HOURS

4.2.1 Number of Apprentices Logging On-the-job Hours

Of the 4401 apprentices completing the survey, 76% have logged on-the-job hours in their trade (Table 4.2.1a). However, included in the 4401 are apprentices who, at the time of the survey, had just completed their entry-level courses and did not have time to log on-the-job hours. Also included are direct-entry apprentices who did not complete entry-level courses but entered their apprenticeship directly through on-the-job mentoring.

For the purpose of this report we will present only the findings related to apprentices who completed their entry-level courses prior to June 30, 2002 (n=2851) and had at least 7 to 10 months prior to the time of survey to log on-the-job hours.

Table 4.2.1a: Logging On-the-job Hours Overall and For Apprentices Who Completed Entry-level Prior to June 30, 2002

Group	Logging On-the-job Hours							
	Logged Hours		Did Not Log Hours		Unknown		Total	
	N	%	N	%	N	%	N	%
Overall[1]	3327	75.6	1065	24.2	9	0.2	4401	100.0
Completed Entry-level Prior to June 30, 2002	2255	79.1	593	20.8	3	0.1	2851	100.0

1. Includes apprentices who completed entry-level right up to the time of survey as well as direct-entry apprentices.

Just over 79% of apprentices who completed their entry-level instruction prior to June 30, 2002 reported logging on-the-job hours. However, as is shown in Table 4.2.1b, there was considerable variation between individual trades.

Table 4.2.1b: Logging On-the-job Hours by Trade for Apprentices Completing Entry-level Prior to June 30, 2002

Trade[1]	Logging On-the-job Hours							
	Logged Hours		Did Not Log Hours		Unknown		Total	
	N	%	N	%	N	%	N	%
Automotive Service Technician	178	86.4	28	13.6	0	0.0	206	100.0
Carpenter	230	89.8	25	9.8	1	0.4	256	100.0
Construction Electrician	177	96.2	7	3.8	0	0.0	184	100.0
Cook	174	87.9	24	12.1	0	0.0	198	100.0
Hairstylist	219	79.3	56	20.3	1	0.4	276	100.0
Heavy Duty Equipment Technician	83	76.1	26	23.9	0	0.0	109	100.0
Heavy Equipment Operator	224	63.5	129	36.5	0	0.0	353	100.0
Industrial Instrument Mechanic	43	70.5	18	29.5	0	0.0	61	100.0
Industrial Mechanic (Millwright)	137	71.7	54	28.3	0	0.0	191	100.0
Machinist	36	92.3	3	7.7	0	0.0	39	100.0
Metal Fabricator (Fitter)	39	63.9	22	36.1	0	0.0	61	100.0
Mobile Crane Operator	38	56.7	29	43.3	0	0.0	67	100.0
Motor Vehicle Body Repairer (Metal & Paint)	48	92.3	4	7.7	0	0.0	52	100.0
Plumber	29	93.5	2	6.5	0	0.0	31	100.0
Powerline Technician (Operating)	38	84.4	7	15.6	0	0.0	45	100.0
Refrigeration and Air Conditioning Mechanic	28	84.8	5	15.2	0	0.0	33	100.0
Steamfitter/Pipefitter	76	59.4	52	40.6	0	0.0	128	100.0
Truck and Transport Mechanic	28	84.8	5	15.2	0	0.0	33	100.0
Welder	328	79.0	87	21.0	0	0.0	415	100.0
All Trades	**2255**	**79.1**	**593**	**20.8**	**3**	**0.1**	**2851**	**100.0**

[1] Only trades with at least 25 responses are presented in this table. The summary row (All Trades) represents all responses from all trades for this question.

With the notable exception of four trades, the rates of logging hours were generally high for all trades. At 96% and 94%, respectively, Construction Electrician and Plumber apprentices were the most successful in logging hours. However, less than 57% of Mobile Crane Operator, 59% of Steamfitter/Pipefitter, 64% of Heavy Equipment Operator and 64% of Metal Fabricator (Fitter) apprentices reported logging hours.

However, as shown in Table 4.2.1c, lower percentages of younger (25 years of age or less) and older (over 41 years of age) apprentices reported having logged hours. For young apprentices, this may be a reflection of their weaker labour market attachment (see Chapter 2.2.6) while for the more mature apprentice, employers may view their older age as less attractive for long-term attachment.

Table 4.2.1c: Logging On-the-job Hours by Age for Apprentices Completing Entry-level Prior to June 30, 2002

Age Group	Logging On-the-Job Hours							
	Logged Hours		Did Not Log Hours		Unknown		Total	
	N	%	N	%	N	%	N	%
20 Years or younger	24	53.3	21	46.7	0	0.0	45	100.0
21 to 25 Years	782	78.0	220	22.0	0	0.0	1002	100.0
26 to 30 Years	605	85.1	105	14.8	1	0.1	711	100.0
31 to 35 Years	332	80.0	83	20.0	0	0.0	415	100.0
36 to 40 Years	22	77.2	64	22.5	1	0.4	285	100.0
Over 41 Years	253	72.9	93	26.8	0	0.3	347	100.0
Unknown	39	84.8	7	15.2	0	0.0	46	100.0
Total	**2255**	**79.1**	**593**	**20.8**	**3**	**0.1**	**2851**	**100.0**

There was no specific reason given by the 21% of surveyed apprentices who completed entry-level prior to June 30, 2002 for not logging hours, however, it can be assumed that these apprentices had difficulty in finding employment. This is supported by Table 4.2.1d. All apprentices, regardless of whether they had completed their entry-level instruction and/or logged hours, were asked if they had difficulty finding trade-related employment. Their responses were then compared against those who did and did not log hours.

Table 4.2.1d: Finding Employment by Logging On-the-job Hours

Logging Hours	Finding Employment							
	Difficulty		No Difficulty		Unknown		Total	
	N	%	N	%	N	%	N	%
Logged Hours	698	31.0	1506	66.8	51	2.3	2255	100.0
Did Not Log Hours	414	69.8	128	21.6	51	8.6	593	100.0
Unknown	0	0.0	1	33.3	2	66.7	3	100.0
Total	**1112**	**39.0**	**1635**	**57.3**	**104**	**3.6**	**2851**	**100.0**

For the 593 apprentices who did not log hours, 70% reported difficulty finding employment. Furthermore, for apprentices who did not log hours and were not satisfied with their choice of trade, nearly 9 of 10 apprentices reported lack of employment as the reason for their dissatisfaction. Even for apprentices who did log on-the-job hours, those who were not satisfied with their choice of trade reported lack of employment more than any other reason for their dissatisfaction (see Chapter 6.4).

Almost one-quarter (22%) of the 593 apprentices who did not log hours reported having no difficulty finding employment. Given that logging on-the-job hours is an essential component for successful progression through apprenticeship, it would appear that these apprentices may not be interested in working in their trade as apprentices.

4.2.2 Where Apprentices Logged On-the-job Hours

Most apprentices having logged hours, logged at least some of their on-the-job hours in Newfoundland and Labrador (87%). Specifically, 69% of apprentices indicated that they logged all of their on-the-job hours within Newfoundland and Labrador, while 18% logged their hours both inside and outside the Province. As shown in Table 4.2.2, 13% reported logging all of their on-the-job hours outside this province.

Table 4.2.2: Where Apprentices Logged On-the-job Hours by Trade

Trade[1]	Where Logged Hours							
	In NL Only		Both In and Out of		Outside NL Only		Total	
	N	%	N	%	N	%	N	%
Automotive Service Technician	241	88.6	18	6.6	13	4.8	272	100.0
Carpenter	241	68.3	81	22.9	31	8.8	353	100.0
Construction Electrician	290	78.6	71	19.2	7	1.9	369	100.0
Cook	165	75.7	39	17.9	14	6.4	218	100.0
Hairstylist	276	87.6	29	9.2	10	3.2	315	100.0
Heavy Duty Equipment Technician	90	66.7	20	14.8	25	18.5	135	100.0
Heavy Equipment Operator	165	55.2	43	14.4	91	30.4	299	100.0
Industrial Electrician	36	85.7	6	14.3	0	0.0	42	100.0
Industrial Instrument Mechanic	31	51.7	14	23.3	15	25.0	60	100.0
Industrial Mechanic (Millwright)	111	59.4	31	16.6	45	24.1	187	100.0
Machinist	38	73.1	7	13.5	7	13.5	52	100.0
Maintenance Operator	27	100.0	0	0.0	0	0.0	27	100.0
Metal Fabricator (Fitter)	12	22.6	12	22.6	29	54.7	53	100.0
Mobile Crane Operator	30	63.8	6	12.8	11	23.4	47	100.0
Motor Vehicle Body Repairer (Metal & Paint)	67	90.5	5	6.8	2	2.7	74	100.0
Oil Burner Mechanic	23	92.0	2	8.0	0	0.0	25	100.0
Plumber	50	79.4	10	15.9	3	4.8	63	100.0
Powerline Technician (Operating)	30	71.4	10	23.8	2	4.8	42	100.0
Refrigeration and Air Conditioning Mechanic	26	65.0	10	25.0	4	10.0	40	100.0
Sheet Metal Worker	23	74.2	8	25.8	0	0.0	31	100.0
Steamfitter/Pipefitter	55	47.4	45	38.8	16	13.8	116	100.0
Truck and Transport Mechanic	29	76.3	8	21.1	1	2.6	38	100.0
Welder	217	51.2	103	24.3	104	24.5	424	100.0
All Trades	**2310**	**69.4**	**585**	**17.6**	**431**	**13.0**	**3327**	**100.0**

[1] Only trades with at least 25 responses are presented in this table. The summary row (All Trades) represents all responses from all trades for this question.

Over 90% of Oil Burner Mechanic and Motor Vehicle Body Repairer (Metal & Paint) apprentices logged all their hours within Newfoundland and Labrador while 55% of Metal Fabricator (Fitter) apprentices logged all of their hours outside of the Province.

For the 1016 apprentices (31%) who logged at least some of their hours outside Newfoundland and Labrador, Alberta (40%), Ontario (37%) and Nova Scotia (19%) were the most commonly reported places where they logged these hours (Figure 4.2.2). Of apprentices who logged hours outside of Newfoundland and Labrador, 66% of Steamfitter/Pipefitter apprentices did so in Alberta, 68% of Metal Fabricator (Fitter) apprentices logged hours in Ontario, and 61.0% of Industrial Mechanic (Millwright) apprentices logged hours in Nova Scotia. It is important to note that apprentices could have logged hours in several different locations during their apprenticeship.

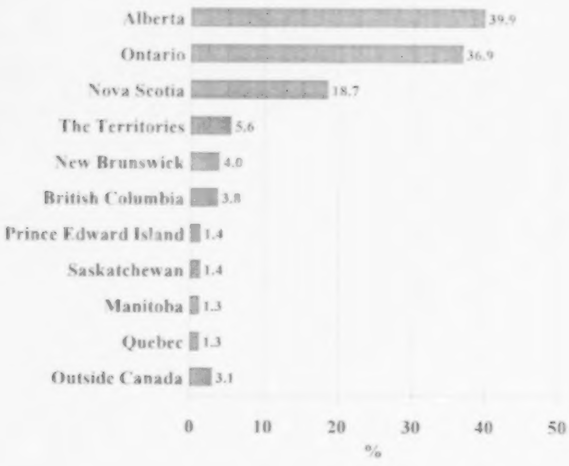

Figure 4.2.2: **Where Apprentices Logged On-the-job Hours Outside Newfoundland and Labrador (n=1016)**

The reasons most commonly reported by apprentices for logging at least some of their on-the-job hours outside the province included (allowing for multiple responses) not finding a job in their trade in the Province (67%), better opportunities (35%) and higher wages (32%) outside the Province.

Although there are a number of reports citing provincial skills shortages (Canadian Federation of Independent Business, 2003) almost one-third (31%) of apprentices logged some or all of their hours outside the province. While this is more prevalent in some trades than others, it is often a reflection of fewer job opportunities in Newfoundland and Labrador and apprentices having difficulty finding trade-related employment.

4.2.3 Satisfaction with Skills Exposure On-the-job

Apprentices who logged on-the-job hours were asked if they were satisfied with the skills they were exposed to during their on-the-job experience. Ninety-four percent (94%) reported they were satisfied with their skills exposure while 6% reported that they were not satisfied. This high rate of satisfaction is consistent across all trades.

4.2.4 Satisfaction with Overall On-the-job Experience

Apprentices who logged hours were also asked if they were satisfied with their overall on-the-job experience. As is shown in Figure 4.2.4, 95% of these apprentices were satisfied.

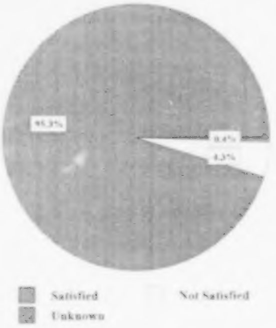

Figure 4.2.4: **Apprentices' Satisfaction with On-the-job Experience (n=2255)**

Of the small percentage of apprentices who were not satisfied with their on-the-job experience (4%), the most commonly reported reasons for dissatisfaction (allowing for multiple responses) were insufficient exposure to the skills required for the occupation (57%) and the job not meeting their expectations (55%). Other reasons included a lack of guidance from journeypersons (28%), unrealistic employer expectations (25%) and insufficient tools and/or equipment (20%).

4.3 FINDING TRADE-RELATED EMPLOYMENT

4.3.1 Apprentices' Difficulty Finding Trade-related Employment

All apprentices were asked if they experienced difficulty finding trade-related employment during their apprenticeship. Overall, 36% (1593) indicated they had not readily found employment. However, as Table 4.3.1 shows, there was considerable variation between the individual trades.

Table 4.3.1: Difficulty Finding Trade-related Employment by Trade

Trade[1]	Difficulty		No Difficulty		Unknown		Total	
	N	%	N	%	N	%	N	%
Automotive Service Technician	92	26.1	227	64.5	33	9.4	352	100.0
Carpenter	119	28.5	271	64.8	28	6.7	418	100.0
Construction Electrician	99	25.1	281	71.3	14	3.6	394	100.0
Cook	58	22.4	183	70.7	18	6.9	259	100.0
Hairstylist	84	19.4	306	70.5	44	10.1	434	100.0
Heavy Duty Equipment Technician	89	45.9	96	49.5	9	4.6	194	100.0
Heavy Equipment Operator	259	52.0	205	41.2	34	6.8	498	100.0
Industrial Electrician	9	20.0	35	77.8	1	2.2	45	100.0
Industrial Instrument Mechanic	33	37.9	48	55.2	6	6.9	87	100.0
Industrial Mechanic (Millwright)	140	51.7	119	43.9	12	4.4	271	100.0
Machinist	17	28.8	37	62.7	5	8.5	59	100.0
Metal Fabricator (Fitter)	43	50.6	36	42.4	6	7.1	85	100.0
Mobile Crane Operator	47	55.3	32	37.6	6	7.1	85	100.0
Motor Vehicle Body Repairer (Metal & Paint)	33	39.8	43	51.8	7	8.4	83	100.0
Oil Burner Mechanic	7	20.6	26	76.5	1	2.9	34	100.0
Plumber	19	27.1	45	64.3	6	8.6	70	100.0
Powerline Technician (Operating)	19	33.9	35	62.5	2	3.6	56	100.0
Refrigeration and Air Conditioning Mechanic	8	15.7	37	72.5	6	11.8	51	100.0
Sheet Metal Worker	6	19.4	25	80.6	0	0.0	31	100.0
Steamfitter/Pipefitter	115	57.2	72	35.8	14	7.0	201	100.0
Truck and Transport Mechanic	11	24.4	33	73.3	1	2.2	45	100.0
Welder	265	47.2	272	48.5	24	4.3	561	100.0
All Trades	**1593**	**36.2**	**2525**	**57.4**	**283**	**6.4**	**4401**	**100.0**

[1] Only trades with at least 25 responses are presented in this table. The summary row (All Trades) represents all responses from all trades for this question.

While there was a percentage of apprentices in each trade that reported difficulty in finding trade-related employment, in five trades more than half of the apprentices had difficulty: Steamfitter/Pipefitter (57%), Mobile Crane Operator (55%), Heavy Equipment Operator (52%), Industrial Mechanic (52%) and Metal Fabricator (Fitter) (51%). As can be expected, four of the five trades above also reported the lowest rates of having logged hours (see section 4.2.1).

Assuming that all apprentices will first try to find trade-related employment in the Province, where apprentices log their on-the-job hours will affect their perception of the difficulty they encountered in finding that employment. Overall, for those who logged hours only within Newfoundland and Labrador, 27% reported difficulty finding trade-related employment. The rate rose to 32% for those who had to log hours both in and out of the province. And for those apprentices who had to log all their hours outside of the Province, 41% reported difficulty in finding trade-related employment.

Similar to the overall findings, for the majority of trades, apprentices who logged hours outside the province reported more difficulty finding trade-related employment than those who logged all their hours within the province. This suggests that those leaving the province to find trade-related employment either had difficulty finding work in the province first, or considered their leaving as part of the difficulty. However, apprentices in some trades such as Industrial Mechanic (Millwright), Mobile Crane Operator and Heavy Equipment Operator reported a high rate of difficulty overall, and the level of difficulty was similar whether they logged their hours inside or outside the province. This suggests the labour market for these trades is weak both inside and outside the province.

For apprentices in other trades, such as Metal Fabricator (Fitter) and Welder, more difficulty was reported by those who logged hours only in the province than those who logged hours outside the province. Furthermore, many of these apprentices logged their hours outside the province. It would seem that the provincial labour market for these two trades was not strong compared to the labour market outside the province, causing large numbers of apprentices to seek trade related employment out of the province where they experienced less difficulty.

The 36% (1593) of apprentices who indicated difficulty finding trade-related employment were asked why they felt they had difficulty. A lack of jobs was the overwhelming response (72%). Others stated that employers wanted workers with more experience (24%) with some employers seeking third or fourth year apprentices, or even journeypersons. As is shown in Figure 4.3.1, difficulty finding trade-related employment is lower for apprentices who have been in the system longer.

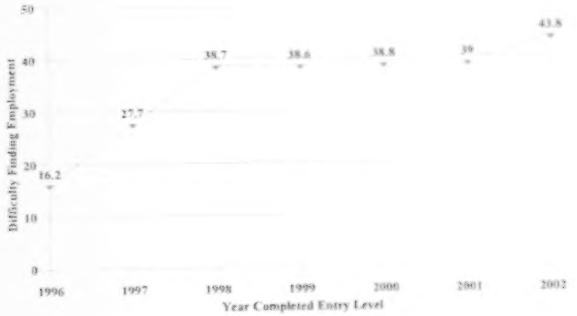

Figure 4.3.1: **Difficulty Finding Trade-related Employment by Year Completed Entry-level**

While lack of experience or even certification may play a role in why apprentices had difficulty finding trade-related employment, the overlying issue is the lack of available employment. This lack of employment forces apprentices to find work outside the province.

4.4 RESEARCHING JOBS AND WILLINGNESS TO MOVE OUTSIDE LOCAL AREA

4.4.1 Researching Jobs Outside Local Area

Apprentices who had difficulty finding trade-related employment (n=1593) were asked if they researched jobs both outside their local area but still within the province and outside the province. Almost three-quarters (74%) of apprentices reported they researched jobs outside their local area (Table 4.4.1).

Four of the five trades that reported the most difficulty finding trade-related employment also reported the highest rates of having researched jobs outside their local area but still within the Province: Industrial Mechanic (Millwright) (88%), Steamfitter/Pipefitter (87%), Heavy Equipment Operator (84%) and Metal Fabricator (Fitter) (81%). The notable exception was Powerline Technician (Operating), who had the highest percentage of apprentices researching jobs outside their local area (90%) even though the reported level of difficulty finding trade-related employment (33.9%) was similar to the average for all trades (36.2%).

The percentage of apprentices who researched jobs outside the province was very similar to that of apprentices who researched jobs outside their local area, leading to the conclusion that if apprentices research jobs outside their local area, they also look outside the province. Again, three of the trades with the highest rates of difficulty finding trade-related employment also reported the highest rates of researching jobs outside the province: Steamfitter/Pipefitter (90%), Industrial Mechanic (Millwright) (88%) and Metal Fabricator (Fitter) (84%).

Table 4.4.1: Researched Jobs Outside Local Area Within and Outside the Province by Trade

Trade[1]	N	Researched Jobs Outside Local Area			
		Within the Province		Outside the Province	
		N	%	N	%
Automotive Service Technician	92	54	58.7	58	63
Carpenter	119	75	63	74	62.2
Construction Electrician	99	74	74.7	63	63.6
Cook	58	44	75.9	37	63.8
Hairstylist	84	34	40.5	29	34.5
Heavy Duty Equipment Technician	89	70	78.7	68	76.4
Heavy Equipment Operator	259	217	83.8	205	79.2
Industrial Instrument Mechanic	33	22	66.7	21	63.6
Industrial Mechanic (Millwright)	140	123	87.9	123	87.9
Machinist	17	13	76.5	14	82.4
Metal Fabricator (Fitter)	43	35	81.4	36	83.7
Mobile Crane Operator	47	31	66	35	74.5
Motor Vehicle Body Repairer (Metal & Paint)	33	20	60.6	19	57.6
Plumber	19	10	52.6	13	68.4
Powerline Technician (Operating)	19	17	89.5	14	73.7
Steamfitter/Pipefitter	115	100	87	103	89.6
Welder	265	204	77	214	80.8
All Trades	**1593**	**1184**	**74.3**	**1164**	**73.1**

[1] Only trades with at least 15 responses are presented in this table. The summary row (All Trades) represents all responses from all trades for this question.

4.4.2 Willingness to Move Outside Local Area

Apprentices who had difficulty finding trade-related employment (n=1593) were also asked if they were willing to move outside their local area within the province or outside the province (Table 4.4.2).

Almost three-quarters (74.5%) of apprentices reported they were willing to move outside their local area but within the province. Again, trades with the highest rates of difficulty finding trade-related employment had some of the highest rates of willingness to move outside their local area: Industrial Mechanic (Millwright) (92%), Steamfitter/Pipefitter (88%) and Heavy Equipment Operator (83%). Powerline Technician (Operating) apprentices also reported a very high rate of willingness to move outside their local area (90%).

Table 4.4.2: Willingness to Move Outside Local Area Within and Outside the Province by Trade

Trade[1]	N	Willing to Move Outside Local Area			
		Within the Province		Outside the Province	
		N	%	N	%
Automotive Service Technician	92	61	66.3	63	68.5
Carpenter	119	76	63.9	70	58.8
Construction Electrician	99	73	73.7	71	71.7
Cook	58	40	69	39	67.2
Hairstylist	84	34	40.5	35	41.7
Heavy Duty Equipment Technician	89	69	77.5	71	79.8
Heavy Equipment Operator	259	215	83	205	79.2
Industrial Instrument Mechanic	33	23	69.7	21	63.6
Industrial Mechanic (Millwright)	140	129	92.1	123	87.9
Machinist	17	9	52.9	10	58.8
Metal Fabricator (Fitter)	43	26	60.5	25	58.1
Mobile Crane Operator	47	35	74.5	37	78.7
Motor Vehicle Body Repairer (Metal & Paint)	33	22	66.7	21	63.6
Plumber	19	13	68.4	13	58.4
Powerline Technician (Operating)	19	17	89.5	17	89.5
Steamfitter/Pipefitter	115	101	87.8	94	81.7
Welder	265	204	77	187	70.6
All Trades	**1593**	**1187**	**74.5**	**1136**	**71.3**

[1] Only trades with at least 15 responses are presented in this table. The summary row (All Trades) represents all responses from all trades for this question.

As one might predict, the trades with the most difficulty finding trade-related employment reported some of the highest rates of willingness to move outside the province: Industrial Mechanic (Millwright) (88%), Steamfitter/Pipefitter (82%) and Heavy Equipment Operator (79%). At 90%, Powerline Technician (Operating) apprentices reported the highest percentage of willingness to move outside the province.

Less willing to move outside their local area were the small percentage of hairstylist apprentices who reported difficulty in finding trade-related employment. This is likely a reflection of the high proportion of females in the trade and the greater likelihood of having family commitments tying them to their local area.

4.5 RELATIONSHIP OF INCREASED MOBILITY TO DIFFICULTY IN FINDING TRADE-RELATED EMPLOYMENT

When viewing a comparative analysis of difficulty finding trade-related employment, logging hours and willingness to move outside the local area, two interesting points emerge. First, there appears to be a relationship between the willingness of apprentices to move outside their local area and the difficulty they experience finding trade-related employment and logging hours. In fact, almost three-quarters of apprentices have either researched jobs or are willing to move outside their local area in order to gain trade-related employment. Furthermore, with a few exceptions, most indicate a greater willingness to move outside their local area but remain within the Province.

The six trades presented in Table 4.5.1 are trades with the proportion of apprentices with difficulty finding employment and willing to move outside the Province greater than 45% and 70%, respectively. Representing 41% of all apprentices who responded to the survey, this group is large enough to warrant concern with their employment difficulties. Of this group, 51% reported difficulty finding trade-related employment, compared with only 26% of all other trades. Of those reporting difficulty, 78% were willing to move outside the Province, compared to only 62% of all other trades. Only 57% who reported difficulty finding trade-related employment and willingness to move outside the province actually logged any on-the-job hours, compared to 71% from all other trades. Furthermore, close to half (49%) logged on-the-job hours outside the province compared to only one-third (33%) of apprentices in all other trades. Taken together, these six trades have had considerable difficulty finding trade-related employment throughout their apprenticeship.

It should be noted that despite their stated and documented willingness to move outside the province, the majority of these apprentices who were unemployed at the time of survey were still seeking employment as apprentices in their trade (see section 6.3.1). For Industrial Mechanic (Millwright), Steamfitter/Pipefitter, Mobile Crane Operator and Welder apprentices, the wages they earned as apprentices working in their trade were substantially higher than any other type of employment, providing strong motivation to remain in their trade and continue to attempt to secure employment (see section 6.2.4). For Heavy Equipment Operator and Heavy Duty Equipment Technician apprentices, their wages were lower in the trade than for any type of employment, so their motivation to remain in the trade may be different than the other four trades.

Table 4.5.1: Difficulty Finding Trade-related Employment, Willingness to Move Outside the Province, Logging On-the-job Hours and Logging Hours Outside Newfoundland and Labrador for Selected Trades

Trade	Difficulty Finding Employment			Willing to Move Outside NL			Logged On-the-job Hours			Logged On-the-job Hours Outside NL		
	N	%	Total	N	%	Total	N	%	Total	N	%	Total
Steamfitter/Pipefitter	115	57.2	201	94	81.7	115	47	50	94	27	57.4	47
Mobile Crane Operator	47	55.3	85	37	78.7	47	18	48.6	37	6	33.3	18
Heavy Equipment Operator	259	52	498	205	79.2	259	104	50.7	205	50	48.1	104
Industrial Mechanic (Millwright)	140	51.7	271	123	87.9	140	73	59.3	123	33	45.2	73
Welder	265	47.2	561	187	70.6	265	120	64.2	187	62	51.7	120
Heavy Duty Equipment Technician	89	45.9	194	71	79.8	89	44	62	71	19	43.2	44
Above Six Trades[1]	**915**	**50.6**	**1810**	**717**	**78.4**	**915**	**406**	**56.6**	**717**	**197**	**48.5**	**406**
All Other Trades[2]	**678**	**26.2**	**2591**	**419**	**61.8**	**678**	**297**	**70.9**	**419**	**99**	**33.3**	**297**
All Trades	**1593**	**36.2**	**4401**	**1136**	**71.3**	**1593**	**703**	**61.9**	**1136**	**296**	**42.1**	**703**

[1] "Above Six Trades" refers to the combined total of Steamfitter/Pipefitter, Mobile Crane Operator, Heavy Equipment Operator, Industrial Mechanic (Millwright), Welder and Heavy Duty Equipment Technician.

[2] "All Other Trades" refers to the combined total of all trades with the exception of the six trades singled out in "Above Six Trades"

4.6 SUMMARY

Varying significantly by trade, just over three-quarters (76%) of surveyed apprentices reported logging on-the-job hours, as did 79% of those who completed their entry-level courses prior to June 30, 2002.

Lower percentages of younger (25 years of age or less) reported logging hours, likely a reflection of their weaker labour market attachment. Similarly, the proportion of apprentices 41 years of age or older reporting logging hours was lower than apprentices age 26-40.

Almost 70% of apprentices who logged hours did so only in Newfoundland and Labrador, 13% logged all their hours outside the province while 18% logged hours both in and out of the province. Alberta (40%), Ontario (37%) and Nova Scotia (19%) were the most commonly reported destinations for apprentices logging hours outside the Province.

The logging of hours is linked to difficulty finding trade-related employment. The main reasons why apprentices chose to log hours outside the province included not being able to find a job in this province (67%), better opportunities outside this province (35%) and higher wages outside this province (32%).

Over half of the apprentices from the Steamfitter/Pipefitter (57%), Mobile Crane Operator (55%), Heavy Equipment Operator (52%), Industrial Mechanic (52%) and Metal Fabricator (Fitter) (51%) trades reported difficulty in finding trade-related employment. Apprentices from four of the five trades also reported the lowest rates of having logged hours.

Of apprentices experiencing difficulty in finding trade-related employment, 75% indicated that they were willing to move outside their local area but remain within the Province and 70% were willing to move outside the Province to find employment.

The vast majority (94%) of apprentices were satisfied with the skills they were exposed to on their job site. Similarly, 95% of apprentices were satisfied with their overall on-the-job experience.

5.0 FURTHER TRAINING AND INTENT TO WRITE THE JOURNEYPERSON EXAMINATION

5.1 INTRODUCTION

Over the course of the five years it normally takes to receive certification in a trade, apprentices pursue both entry and advanced-level training. However, after the completion of their entry-level requirements, a substantial number of apprentices choose not to pursue any further formal training in their trade. Others engage in further training unrelated to trade certification, normally as a matter of personal interest. This chapter examines whether apprentices have completed any further training beyond entry-level, regardless of whether it was trade-related or not. Additionally, the use of the internet and a willingness to take courses online is discussed

The chapter also examines the intent of apprentices to challenge the journeyperson examination. With the successful completion of their program of training (in-class and on-the-job), apprentices may then write the Interprovincial or Provincial journeyperson examination in order to become Certified Journeypersons in their trade. Interprovincial refers to the Red Seal Program, which is a nationally monitored and recognized program encouraging standardization of skills and competencies in the designated trade areas. Obtaining a "Red Seal" on their certification allows interprovincial mobility in their trade.

The Government of Newfoundland and Labrador requires compulsory certification through the journeyperson's examination for three trades only; Construction Electrician, Residential Electrician and Driller/Blaster. Also, Industrial Electricians wishing to obtain a Contractor's License from the Department of Government Services and Lands must hold a journeyperson certificate and Oil Burner Mechanics who inspect and approve oil tank installations must be certified journeypersons. Other than those trades, certification is not compulsory in this province. However, employers and unions may set journeyperson certification as a job requirement. Furthermore, if a trades person wishes to work in another province without further examination of her/his competencies, Red Seal Certification may be required. Red Seal Certification generally results in higher wages and often increases job security in the trade.

Respondents who indicated they had logged on-the-job hours in their trade (3327) were asked a series of questions regarding their intent to write the journeyperson's examination. Respondents who have been in the apprenticeship system for more than 5 years were also asked why they had not yet written the journeyperson examination.

5.2 FURTHER TRAINING

5.2.1 Apprentices Who Pursued Further Training

Of the 4401 apprentices surveyed, only 26% (1148) reported they had pursued further education or training beyond entry-level since registering as apprentices. Table 5.2.1 shows the percentages of apprentices who pursued further training by trade.

Table 5.2.1: Apprentices Having Pursued Further Education or Training Beyond Entry-level by Trade

Trade[1]	Pursuing Further Training							
	Further Training		No Further Training		Unknown		Total	
	N	%	N	%	N	%	N	%
Automotive Service Technician	124	35.2	227	64.5	1	0.3	352	100.0
Carpenter	106	25.4	311	74.4	1	0.2	418	100.0
Construction Electrician	118	29.9	272	69.0	4	1.0	394	100.0
Cook	56	21.6	201	77.6	2	0.8	259	100.0
Hairstylist	127	29.3	305	70.3	2	0.5	434	100.0
Heavy Duty Equipment Technician	48	24.7	144	74.2	2	1.0	194	100.0
Heavy Equipment Operator	65	13.1	433	86.9	0	0.0	498	100.0
Industrial Electrician	15	33.3	30	66.7	0	0.0	45	100.0
Industrial Instrument Mechanic	31	35.6	55	63.2	1	1.1	87	100.0
Industrial Mechanic (Millwright)	95	35.1	175	64.6	1	0.4	271	100.0
Machinist	19	32.2	39	66.1	1	1.7	59	100.0
Metal Fabricator (Fitter)	26	30.6	57	67.1	2	2.4	85	100.0
Mobile Crane Operator	17	20.0	68	80.0	0	0.0	85	100.0
Motor Vehicle Body Repairer (Metal & Paint)	31	37.3	52	62.7	0	0.0	83	100.0
Oil Burner Mechanic	6	17.6	28	82.4	0	0.0	34	100.0
Plumber	18	25.7	51	72.9	1	1.4	70	100.0
Powerline Technician (Operating)	17	30.4	39	69.6	0	0.0	56	100.0
Refrigeration and Air Conditioning Mechanic	17	33.3	34	66.7	0	0.0	51	100.0
Sheet Metal Worker	8	25.8	23	74.2	0	0.0	31	100.0
Steamfitter/Pipefitter	46	22.9	154	76.6	1	0.5	201	100.0
Truck and Transport Mechanic	16	35.6	29	64.4	0	0.0	45	100.0
Welder	125	22.3	433	77.2	3	0.5	561	100.0
All Trades	**1148**	**26.1**	**3231**	**73.4**	**22**	**0.5**	**4401**	**100.0**

[1] Only trades with at least 25 responses are presented in this table. The summary row (All Trades) represents all responses from all trades for this question.

Although there was some variation by trade, no one trade had a majority of its apprentices having pursued further education or training. At 37%, Motor Vehicle Body Repairer (Metal & Paint) apprentices reported the highest percentage compared to a low of 13% for Heavy Equipment Operator apprentices.

While only about one-quarter of apprentices reported having pursued further education or training, this could be related to when apprentices completed their entry-level courses. Figure 5.2.1 shows the percentage of apprentices who pursued further training by those who completed entry-level courses by the year they completed their entry-level training.

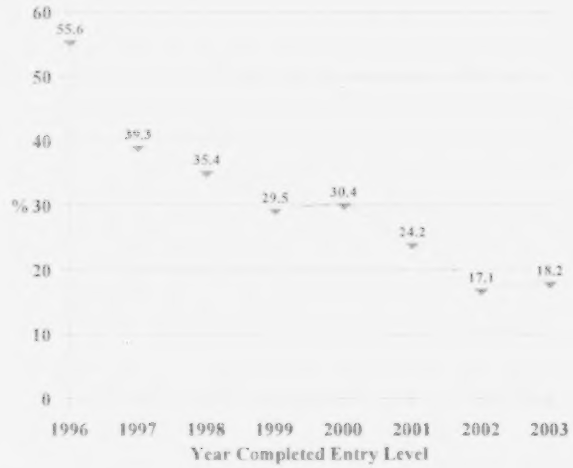

Figure 5.2.1: **Apprentices Pursuing Further Training by Year Entry-level Completed (n=3209)**

Apprentices who completed entry-level earlier were more likely to have pursued further training than those who completed entry-level more recently. Regardless, since 1997, less than 40% of apprentices who completed entry-level in any one year, reported having pursued further training.

5.2.2 Further Training by Full-time or Part-time Attendance

Apprentices who reported they pursued further training were asked if they attended classes on a full-time or part-time basis. The majority (60%) said they attended full-time, although this did vary somewhat by trade, as is shown in Table 5.2.2.

Table 5.2.2: Full-time or Part-time Attendance by Trade

Trade[1]	Attended Further Training							
	Full-time		Part-time		Uncertain/ Unknown		Total	
	N	%	N	%	N	%	N	%
Automotive Service Technician	72	58.1	31	25.0	21	16.9	124	100.0
Carpenter	70	66.0	23	21.7	13	12.3	106	100.0
Construction Electrician	79	66.9	20	16.9	19	16.1	118	100.0
Cook	43	76.8	11	19.6	2	3.6	56	100.0
Hairstylist	54	42.5	64	50.4	9	7.1	127	100.0
Heavy Duty Equipment Technician	30	62.5	9	18.8	9	18.8	48	100.0
Heavy Equipment Operator	41	63.1	18	27.7	6	9.2	65	100.0
Industrial Electrician	9	60.0	2	13.3	4	26.7	15	100.0
Industrial Instrument Mechanic	14	45.2	15	48.4	2	6.5	31	100.0
Industrial Mechanic (Millwright)	51	53.7	25	26.3	19	20.0	95	100.0
Machinist	13	68.4	3	15.8	3	15.8	19	100.0
Metal Fabricator (Fitter)	19	73.1	6	23.1	1	3.8	26	100.0
Mobile Crane Operator	9	52.9	7	41.2	1	5.9	17	100.0
Motor Vehicle Body Repairer (Metal & Paint)	18	58.1	9	29.0	4	12.9	31	100.0
Plumber	10	55.6	6	33.3	2	11.1	18	100.0
Powerline Technician (Operating)	7	41.2	9	52.9	1	5.9	17	100.0
Refrigeration and Air Conditioning Mechanic	10	58.8	4	23.5	3	17.6	17	100.0
Steamfitter/Pipefitter	26	56.5	15	32.6	5	10.9	46	100.0
Truck and Transport Mechanic	6	37.5	6	37.5	4	25.0	16	100.0
Welder	89	71.2	28	22.4	8	6.4	125	100.0
All Trades	**686**	**59.8**	**321**	**28.0**	**141**	**12.3**	**1148**	**100.0**

[1] Only trades with at least 15 responses are presented in this table. The summary row (All Trades) represents all responses from all trades for this question.

5.2.3 Institutions Attended by Apprentices Who Pursued Further Training

As with entry-level courses (see Chapter 3), the most commonly reported institution for further training was the College of the North Atlantic at 47%. As shown in Table 5.2.3, private colleges within the province (21%) and employers (9%) were also preferred institutions for further training.

Table 5.2.3: Institutions Attended for Further Training by Trade

Trade[1]	Institution Attended for Further Training													
	CNA		Marine Institute		Private College in NL		Outside NL		Employer		Other[2]		Total	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Automotive Service Technician	67	54.0	4	3.2	22	17.7	3	2.4	16	12.9	12	9.7	124	100.0
Carpenter	27	25.5	1	0.9	53	50.0	6	5.7	4	3.8	15	14.2	106	100.0
Construction Electrician	101	85.6	2	1.7	7	5.9	1	0.8	1	0.8	6	5.1	118	100.0
Cook	36	64.3	4	7.1	3	5.4	6	10.7	4	7.1	3	5.4	56	100.0
Hairstylist	8	6.3	1	0.8	36	28.3	5	3.9	40	31.5	37	29.1	127	100.0
Heavy Duty Equipment Technician	24	50.0	0	0.0	9	18.8	7	14.6	3	6.3	5	10.4	48	100.0
Heavy Equipment Operator	20	30.8	3	4.6	25	38.5	2	3.1	4	6.2	11	16.9	65	100.0
Industrial Electrician	13	86.7	1	6.7	0	0.0	0	0.0	0	0.0	1	6.7	15	100.0
Industrial Instrument Mechanic	13	41.9	2	6.5	2	6.5	4	12.9	2	6.5	8	25.8	31	100.0
Industrial Mechanic (Millwright)	40	42.1	2	2.1	29	30.5	4	4.2	9	9.5	11	11.6	95	100.0
Machinist	10	52.6	0	0.0	4	21.1	4	21.1	1	5.3	0	0.0	19	100.0
Metal Fabricator (Fitter)	19	73.1	0	0.0	1	3.8	2	7.7	0	0.0	4	15.4	26	100.0
Mobile Crane Operator	4	23.5	1	5.9	4	23.5	3	17.6	0	0.0	5	29.4	17	100.0
Motor Vehicle Body Repairer (Metal & Paint)	26	83.9	0	0.0	1	3.2	1	3.2	0	0.0	3	9.7	31	100.0
Plumber	10	55.6	0	0.0	3	16.7	2	11.1	1	5.6	2	11.1	18	100.0
Powerline Technician (Operating)	8	47.1	0	0.0	1	5.9	2	11.8	3	17.6	3	17.6	17	100.0
Refrigeration and Air Conditioning Mechanic	8	47.1	0	0.0	2	11.8	5	29.4	0	0.0	2	11.8	17	100.0
Steamfitter/Pipefitter	26	56.5	1	2.2	8	17.4	3	6.5	4	8.7	4	8.7	46	100.0
Truck and Transport Mechanic	11	68.8	0	0.0	1	6.3	0	0.0	1	6.3	3	18.8	16	100.0
Welder	59	47.2	10	8.0	24	19.2	10	8.0	5	4.0	17	13.6	125	100.0
All Trades	**542**	**47.2**	**33**	**2.9**	**241**	**21.0**	**74**	**6.4**	**100**	**8.7**	**158**	**13.8**	**1148**	**100.0**

[1] Only trades with at least 15 responses are presented in this table. The summary row (All Trades) represents all responses from all trades for this question.

[2] The "Other/Unknown" category includes Memorial University of Newfoundland (2.3%) other institutions (4.1%) and unknown institutions (7.4%).

5.2.4 Relationship of Further Training to Trade

For apprentices who took further training, 70% took training that was at least somewhat related to their trade. As is shown in Table 5.2.4, 59% indicated the training was directly related and 12% indirectly related, while 18% indicated the training was not at all related to their trade.

Table 5.2.4: Relationship of Further Training to Trade by Trade

Trade[1]	Relationship of Further Training to Trade									
	Directly Related		Indirectly Related		Not at All Related		Other/Unknown		Total	
	N	%	N	%	N	%	N	%	N	%
Automotive Service Technician	71	57.3	13	10.5	18	14.5	22	17.7	124	100.0
Carpenter	63	59.4	11	10.4	20	18.9	12	11.3	106	100.0
Construction Electrician	76	64.4	13	11.0	11	9.3	18	15.3	118	100.0
Cook	40	71.4	3	5.4	11	19.6	2	3.6	56	100.0
Hairstylist	74	58.3	8	6.3	35	27.6	10	7.9	127	100.0
Heavy Duty Equipment Technician	24	50.0	5	10.4	11	22.9	8	16.7	48	100.0
Heavy Equipment Operator	27	41.5	14	21.5	20	30.8	4	6.2	65	100.0
Industrial Electrician	7	46.7	2	13.3	2	13.3	4	26.7	15	100.0
Industrial Instrument Mechanic	15	48.4	11	35.5	3	9.7	2	6.5	31	100.0
Industrial Mechanic (Millwright)	59	62.1	10	10.5	8	8.4	18	18.9	95	100.0
Machinist	14	73.7	0	0.0	2	10.5	3	15.8	19	100.0
Metal Fabricator (Fitter)	16	61.5	4	15.4	5	19.2	1	3.8	26	100.0
Mobile Crane Operator	6	35.3	6	35.3	4	23.5	1	5.9	17	100.0
Motor Vehicle Body Repairer (Metal & Paint)	22	71.0	1	3.2	4	12.9	4	12.9	31	100.0
Plumber	10	55.6	3	16.7	5	27.8	0	0.0	18	100.0
Powerline Technician (Operating)	11	64.7	1	5.9	4	23.5	1	5.9	17	100.0
Refrigeration and Air Conditioning Mechanic	7	41.2	1	5.9	6	35.3	3	17.6	17	100.0
Steamfitter/Pipefitter	27	58.7	9	19.6	6	13.0	4	8.7	46	100.0
Truck and Transport Mechanic	10	62.5	0	0.0	3	18.8	3	18.8	16	100.0
Welder	82	65.6	13	10.4	24	19.2	6	4.8	125	100.0
All Trades	**674**	**58.7**	**133**	**11.6**	**210**	**18.3**	**131**	**11.4**	**1148**	**100.0**

[1] Only trades with at least 15 responses are presented in this table. The summary row (All Trades) represents all responses from all trades for this question.

While the majority of training done by apprentices in most trades was directly or indirectly related to their trade, a high percentage of apprentices in some trades such as Refrigeration and Air Conditioning Mechanic (35%) and Heavy Equipment Operator (31%) indicated that the training was unrelated to their trade. It is interesting to note that a high percentage of Heavy Equipment Operators also reported difficulty in finding trade-related employment (41%).

5.2.5 Why Apprentices Chose to Pursue Further Training

At 60% the most commonly reported reason for pursuing further training was a personal interest in the subject matter. While personal interest was cited most often, approximately 9 out of 10 of these apprentices also reported other reasons. These reasons fall into three broad categories: wanting to find a different job (wanted to explore other career opportunities/personal interest only), it was required (required for apprenticeship, required for job), and wanting to get a job (wanted to get a job related to training, could not find a job in the trade, could not find any employment). While similar numbers of apprentices indicated their reasons for pursuing further training was to get a job (40%) or get a different job (44%), a higher percentage indicated it was required for their apprenticeship or job (58%). For those who took trade-related further training, 75% indicated it was a requirement and 39% indicated it was to get a job. Only 27% indicated it was to get a different job. Further to this, a higher percentage of respondents who reported being employed full-time as apprentices in their trade at the time of survey indicated that they had pursued further training.

Machinist (81%), Sheet Metal Worker (71%), Motor Vehicle Body Repairer (Metal & Paint) (63%) and Construction Electrician (60%) apprentices reported that the training was required for apprenticeship more often than any other reason.

For those not pursuing further training, one-quarter (25%) of respondents indicated that further training was not needed for employment. Other common responses included: a lack of financing (19%), employers not giving time off work (11%) or no time or too busy working (10%).

During the consultations for this survey, it was noted that waitlists have been problematic in accessing advanced-level courses in the past. However, results from this survey have shown that waitlists affected less than 6% of apprentices who did not pursue further training. A bigger concern is the inability of apprentices to find trade-related employment and log the required hours (9%).

5.3 ONLINE COURSES

Given that 21% of respondents indicated time as a factor in not pursing further training, the feasibility of offering on-line courses as a possible option was examined.

5.3.1 Previous Access of Internet or World Wide Web

Approximately 80% reported that, prior to the survey, they had accessed the Internet or the World Wide Web as is shown in Figure 5.3.1.

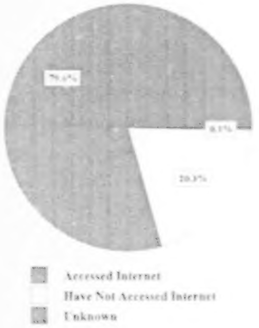

Figure 5.3.1: **Accessed Internet or World Wide Web (n=4401)**

While having accessed the Internet did not vary tremendously by trade, apprentices in Oil Burner Mechanic (65%) and Carpenter (68%) reported the lowest rates of usage.

5.3.2 Willingness to Take Theory-based Courses Online

Of apprentices who reported they had accessed the Internet, 76% indicated they were willing to take theory-based courses online. As is shown in Figure 5.3.2, 21% stated that they would not consider this as a plausible option.

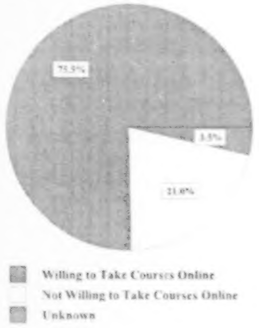

Figure 5.3.2: **Willingness to Take Theory-based Courses Online (n=3503)**

While there was little variation between trades, apprentices in Powerline Technician (Operating) (64.4%) showed the least willingness to take online apprenticeship courses.

For the 736 apprentices who indicated that they were not willing to take courses online, the most commonly reason cited (allowing for multiple responses) was that it was not needed or inappropriate for their trade (33%). A lack of access to a home computer (17%), the Internet (11%) or a lack of computer skills (13%) was a deterrent for some while others were just not interested in pursuing on-line learning (12%).

5.4 WRITING THE JOURNEYPERSON EXAMINATION

5.4.1 Intent to Write the Journeyperson Examination

Overall, 81% of apprentices who had logged some or all of their hours indicated an intent to write their journeyperson examination in the future, as is shown in Figure 5.4.1. This would make sense given that the labour market outcomes, and specifically wages, for certified journeypersons are generally better than for apprentices.

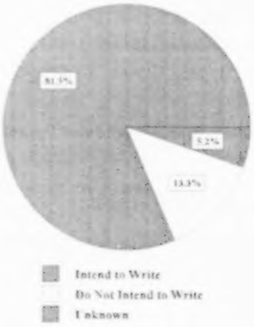

Figure 5.4.1: Intent to Write Journeyperson Examination (n=3327)

However, excluding Trade Qualifiers, writing the certification examination is not possible without the completion of advanced-level training and only 28% of apprentices who have logged hours have completed any further training beyond their entry-level requirements. Therefore, while a majority have indicated they intend to write the examination, their intent is questionable given their inaction to complete further training.

The intent of surveyed apprentices to write the journeyperson examination varies considerably between individual trades, as is shown by Table 5.4.1.

Table 5.4.1: Intent to Write the Journeyperson Examination by Trade

Trade	Intent		No Intent		Trade	Intent		No Intent	
	N	%	N	%		N	%	N	%
Automotive Service Technician	223	82	39	14.3	Mobile Crane Operator	41	87.2	3	6.4
Carpenter	289	81.9	48	13.6	Motor Vehicle Body Repairr (Metal & Paint)	58	78.4	10	13.5
Construction Electrician	337	91.3	20	5.4	Oil Bumer Mechanic	19	76	4	16
Cook	155	71.1	44	20.2	Plumber	58	92.1	4	6.3
Hairstylist	185	58.7	88	27.9	Powerline Technician (Operating)	33	78.6	6	14.3
Heavy Duty Equipment Technician	105	77.8	29	21.5	Refrigeration and Air Conditioning Mechanic	35	87.5	2	5
Heavy Equipment Operator	225	75.3	55	18.4	Sheet Metal Worker	29	93.5	2	6.5
Industrial Electrician	40	95.2	2	4.8	Steamfitter/Pipefitter	11	95.7	4	3.4
Industrial Instrument Mechanic	54	90	6	10	Truck & Tranport Mechanic	34	89.5	2	5.3
Industrial Mechanic (Millwright)	173	92.5	10	5.3	Welder	365	86.1	41	9.7
Machinist	44	84.6	5	9.6	**All Trades**	**2711**	**81.5**	**443**	**13.3**
Metal Fabricator (Fitter)	48	90.6	3	5.7					

[1] Only trades with at least 25 responses are presented in this table. The summary row (All Trades) represents all responses from all trades for this question.

Apprentices in trades including Steamfitter/Pipefitter (96%), Industrial Electrician (95%), Sheet Metal Worker (94%), Industrial Mechanic (Millwright) (93%) and Plumber (92%) show the highest intent to write the examination in their trade. For Steamfitter/Pipefitter and Industrial Mechanic (Millwright) apprentices, this could be linked to mobility in their trade, since both those trades reported high levels of logging hours outside Newfoundland and Labrador, as was reported in Chapter 4. Also, for these two trades wages as apprentices in the trade were higher than other types of employment, as is discussed in Chapter 6.

Overall, 13% of apprentices indicated that they did not intend to write the examination in their trade. Hairstylist (28%) and Cook (20%) apprentices, which comprise a high proportion of females, show the least intent to write the journeyperson examination.

Losing interest in the trade (45%) is the most commonly cited reason for apprentices not intending to write the journeyperson examination (allowing for multiple responses). Other reasons include having found a job outside the trade (24%) or not being able to find a job in the trade (24%). For those not able to find a job in their trade, it is likely that they will not continue to work in their trade (see Chapter 4 for a discussion on logging on-the-job hours and difficulty finding trade-related employment). Not surprisingly, females (28%) cited personal/family issues nearly two to one over males (15%). Some apprentices (12%) were not quite ready to write the examination, but it is plausible that these individuals will write the examination at some point.

5.4.2 Delay in Writing the Journeyperson Examination

Of the 3327 apprentices who had logged on-the-job hours, 268 (8%) with known entry-level course completion dates had completed their courses longer than five years ago. Of this group, 209 (78%) indicated that they still intended to write the journeyperson examination in their trade. These apprentices were asked why they had not yet written the examination. The most commonly cited reason for the delay was not having enough hours logged on-the-job (29%).These apprentices were then asked if there was any particular reason why they had not logged the required hours. Responses included: that there were no jobs available (40%), they were busy working elsewhere (18%), no particular reason (15%) or that they simply needed more time to write the examination (8%).

Others who had delayed writing the examination cited not having completed the necessary courses (23%), being too busy working to write the examination (12%) or that their skills log book was incomplete (9%). A small percentage (7%) reported that they couldn't afford to go back to school to complete advanced-level courses.

In all, the two most commonly reported reasons for a delay in writing the journeyperson examination were related to the two main components of apprenticeship (logging hours and completing courses), and not issues outside the trade (such as family issues, illness, leaving the trade, etc.). It would appear that for these particular apprentices, they have taken more time to complete the necessary components of apprenticeship than is normally expected. However, it is important to note that this group comprises only 8% of the number of apprentices who intend to write the journeyperson examination.

5.5 SUMMARY

Only 26% of apprentices surveyed had pursued further education or training beyond their entry-level courses, and of this group, 70% took training related to their trade. The likelihood of pursuing further training increased with the amount of time passed.

Of the 26% who pursued further training, 60% attended training full-time, while 28% attended part-time.

Most apprentices reported they pursued further training out of a personal interest (60%). However, when personal interest is factored out, similar numbers of apprentices indicated their reasons for pursuing further training was to get a job (40%) or get a different job (44%), while a higher percentage indicated it was required for their apprenticeship or job (58%). For those who took trade-related further training, 75% indicated it was a requirement and 39% indicated it was to get a job. Only 27% indicated it was to get a different job.

Twenty-five percent of apprentices reported that their main reason for not pursuing further training was that it was not need for employment.

Eighty percent of apprentices reported they had accessed the Internet, and the majority indicated that they were willing to take theory-based courses online. For those apprentices who did not want to take online courses, the most commonly reported reason why was that they felt it was not appropriate or not needed for their trade.

The majority of apprentices (82%) reported they intend to write their journeyperson examination, with some variation by trade.

For the minority of apprentices who did not intend to write their examination, no longer being interested in the trade (45%) was the most commonly reported reason. Finding a job outside the trade (24%) and not being able to find a job in the trade (24%) were also commonly reported reasons for not intending to write the examination.

Only 8% of apprentices who logged on-the-job hours completed their entry-level courses more than 5 years ago. Of this group, 78% still intend to write the journeyperson examination. For these apprentices, not having logged enough hours (29%) and not having completed all the necessary courses (23%) were the most commonly reported reasons for the delay in writing their examinations. For those who reported they had not yet logged enough hours, they most often cited the inability to find a job as the reason (40%).

6.0 CURRENT EMPLOYMENT STATUS

6.1 INTRODUCTION

Apprentices were asked a series of questions regarding their current employment status to provide a snapshot of the apprentice population at the time of survey. Questions regarding the type of employment, wages and number of hours worked per week were posed to those who indicated they were employed. For apprentices who were not employed, questions on the type of employment sought, or why employment was not being sought were asked. Apprentices who were in an education program at the time of survey were asked the institution of study. Finally, apprentices were asked to rate their satisfaction with their choice of trade.

Given that the findings show relatively high unemployment, it should be noted that the survey took place between February and May, a time of year with more unemployment for people in the skilled trades.

6.2 CURRENT EMPLOYMENT STATUS

6.2.1 Employment Status of Apprentices at Time of Survey

Table 6.2.1 shows the employment status of apprentices at the time of survey. The majority of apprentices (54%) indicated they were employed either full-time (defined as 30 hours or more per week) or part-time (less than 30 hours worked per week), while another 33% were unemployed. It is important to note that the "Seasonal" category refers to respondents who answered "Other" to the question and noted they were seasonally employed but did not say whether they were employed or unemployed. As a result, the category of Seasonal was established. However, this category does not imply that these individuals are the only ones engaged in seasonal employment: the employed and unemployed categories likely also contain seasonal workers.

Table 6.2.1: Employment Status at Time of Survey by Trade

Trade[1]	Employment Status at Time of Survey															
	Employed Full-time		Employed Part-time		Seasonal		Unemployed		Enrolled in Education		Out of Labour Market		Other/ Unknown		Total	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Automotive Service Technician	199	56.5	16	4.5	7	2.0	82	23.3	43	12.2	5	1.4	0	0.0	352	100.0
Carpenter	167	40.0	10	2.4	26	6.2	180	43.1	26	6.2	8	1.9	1	0.2	418	100.0
Construction Electrician	184	46.7	7	1.8	13	3.3	152	38.6	36	9.1	2	0.5	0	0.0	394	100.0
Cook	128	49.4	35	13.5	12	4.6	61	23.6	16	6.2	6	2.3	1	0.4	259	100.0
Hairstylist	218	50.2	52	12.0	1	0.2	108	24.9	29	6.7	26	6.0	0	0.0	434	100.0
Heavy Duty Equipment Technician	118	60.8	9	4.6	9	4.6	45	23.2	12	6.2	1	0.5	0	0.0	194	100.0
Heavy Equipment Operator	194	39.0	19	3.8	53	10.6	210	42.2	13	2.6	9	1.8	0	0.0	498	100.0
Industrial Electrician	28	62.2	0	0.0	2	4.4	9	20.0	6	13.3	0	0.0	0	0.0	45	100.0
Industrial Instrument Mechanic	52	59.8	3	3.4	1	1.1	24	27.6	5	5.7	2	2.3	0	0.0	87	100.0
Industrial Mechanic (Millwright)	137	50.6	8	3.0	4	1.5	88	32.5	31	11.4	3	1.1	0	0.0	271	100.0
Machinist	46	78.0	2	3.4	0	0.0	6	10.2	5	8.5	0	0.0	0	0.0	59	100.0
Metal Fabricator (Fitter)	34	40.0	4	4.7	5	5.9	34	40.0	6	7.1	0	0.0	2	2.4	85	100.0
Mobile Crane Operator	45	52.9	1	1.2	8	9.4	27	31.8	3	3.5	1	1.2	0	0.0	85	100.0
Motor Vehicle Body Repairer (Metal & Paint)	46	55.4	1	1.2	5	6.0	20	24.1	11	13.3	0	0.0	0	0.0	83	100.0
Oil Burner Mechanic	24	70.6	3	8.8	1	2.9	3	8.8	2	5.9	1	2.9	0	0.0	34	100.0
Plumber	43	61.4	1	1.4	2	2.9	18	25.7	3	4.3	2	2.9	1	1.4	70	100.0
Powerline Technician (Operating)	37	66.1	0	0.0	1	1.8	14	25.0	4	7.1	0	0.0	0	0.0	56	100.0
Refrigeration and Air Conditioning Mechanic	39	76.5	3	5.9	0	0.0	4	7.8	4	7.8	0	0.0	1	2.0	51	100.0
Sheet Metal Worker	27	87.1	0	0.0	2	6.5	1	3.2	1	3.2	0	0.0	0	0.0	31	100.0
Steamfitter/ Pipefitter	78	38.8	4	2.0	12	6.0	95	47.3	10	5.0	2	1.0	0	0.0	201	100.0
Truck and Transport Mechanic	30	66.7	0	0.0	3	6.7	8	17.8	4	8.9	0	0.0	0	0.0	45	100.0
Welder	235	41.9	8	1.4	31	5.5	250	44.6	26	4.6	10	1.8	1	0.2	561	100.0
All Trades	**2170**	**49.3**	**186**	**4.2**	**200**	**4.5**	**1461**	**33.2**	**298**	**6.8**	**79**	**1.8**	**7**	**0.2**	**4401**	**100.0**

[1] Only trades with at least 25 responses are presented in this table. The summary row (All Trades) represents all responses from all trades for this question.

Employment status varied significantly by trade. Overall, 49% of surveyed apprentices reported full-time employment. As one might expect, the trades with the lowest percentages of full-time employed apprentices also had the highest percentages of unemployed apprentices: Steamfitter/Pipefitter (39%

employed full-time; 47% unemployed), Heavy Equipment Operator (39%; 42%), Metal Fabricator (Fitter) (40%; 40%), Carpenter (40%; 43%) and Welder (42%; 45%) .

Sheet Metal Worker apprentices reported the highest rate of full-time employment (87%). Over three-quarters of Machinist (78%), and Refrigeration and Air Conditioning Mechanic (77%) apprentices also reported full-time employment.

Less than 5% of surveyed apprentices were employed on a part-time basis with part-time employment most prevalent in Cook (14%) apprentices and Hairstylist (12%) apprentices, a trade dominated by females.

6.2.2 Relationship of Employment to Trade Training

Apprentices who reported being employed either full-time or part-time were asked what the relationship of their employment was to their trade training. Relationship was defined by the following categories: working as an apprentice in the trade in which they received training, working in a job directly related to their trade training but not as an apprentice, working in a job indirectly related to their trade training, or working in a job not at all related to their trade training (out of the trade).

Table 6.2.2a shows the relationship of apprentices' current full-time employment to their training, by trade. Of those employed full-time, 53% were employed as apprentices in their trade (logging hours), while 26% were in jobs not at all related to their trade.

The highest percentage of full-time employment as apprentices in the trade was reported by Sheet Metal Worker apprentices (93%). A substantial proportion of Motor Vehicle Body Repairer (74%), Construction Electrician (73%) and Machinist (72%) apprentices were also employed as apprentices in their respective trades.

In contrast, less than one-third of Mobile Crane Operator (27%) and Heavy Equipment Operator (33%) apprentices reported full-time employment as an apprentice in their trade. Heavy Duty Equipment Technician (37%) and Steamfitter/Pipefitter (40%) apprentices also reported low rates of full-time employment as apprentices in their trade.

Apprentices in the Steamfitter/Pipefitter and the Heavy Equipment Operator program not only had some of the lowest percentages of being employed full-time, but those employed reported among the lowest percentages of being employed as apprentices in their trade. Furthermore, these two trades also had among the lowest percentages of apprentices having logged any hours and the highest percentages of apprentices reporting difficulty finding trade-related employment (see Chapter 4). While this survey took place during winter months which would result in poorer than normal labour market outcomes for these trades, the questions about logging hours and difficulty finding employment referred to year-round activities and were thus less likely to be affected by seasonality of employment. Taken together, these indicators show that these apprentices have had considerable trouble gaining trade-related employment throughout their apprenticeship.

Table 6.2.2a: Relationship of Full-time Employment to Trade Training by Trade

Trade[1]	Relationship of Full-time Employment to Trade Training											
	Apprentice in Trade		Directly Related, but Not as Apprentice		Indirectly Related		Not at all Related		Other/ Unknown		Total	
	N	%	N	%	N	%	N	%	N	%	N	%
Automotive Service Technician	131	65.8	21	10.6	14	7	33	16.6	0	0.0	199	100.0
Carpenter	76	45.5	27	16.2	13	7.8	49	29.3	2	1.2	167	100.0
Construction Electrician	134	72.8	12	6.5	12	6.5	24	13.0	2	1.1	184	100.0
Cook	77	60.2	17	13.3	7	5.5	26	20.3	1	0.8	128	100.0
Hairstylist	128	58.7	21	9.6	0	0.0	66	30.3	3	1.4	218	100.0
Heavy Duty Equipment Technician	44	37.3	22	18.6	18	15.3	33	28.0	1	0.8	118	100.0
Heavy Equipment Operator	63	32.5	26	13.4	31	16.0	70	36.1	4	2.1	194	100.0
Industrial Electrician	13	46.4	6	21.4	1	3.6	4	14.3	4	14.3	28	100.0
Industrial Instrument Mechanic	21	40.4	18	34.6	9	17.3	2	3.8	2	3.8	52	100.0
Industrial Mechanic (Millwright)	64	46.7	15	10.9	15	10.9	43	31.4	0	0.0	137	100.0
Machinist	33	71.7	2	4.3	3	6.5	8	17.4	0	0.0	46	100.0
Metal Fabricator (Fitter)	14	41.2	8	23.5	1	2.9	11	32.4	0	0.0	34	100.0
Mobile Crane Operator	12	26.7	5	11.1	11	24.4	15	33.3	2	4.4	45	100.0
Motor Vehicle Body Repairer (Metal & Paint)	34	73.9	2	4.3	1	2.2	9	19.6	0	0.0	46	100.0
Oil Burner Mechanic	12	50.0	5	20.8	1	4.2	6	25.0	0	0.0	24	100.0
Plumber	26	60.5	5	11.6	3	7.0	8	18.6	1	2.3	43	100.0
Powerline Technician (Operating)	22	59.5	3	8.1	2	5.4	10	27.0	0	0.0	37	100.0
Refrigeration and Air Conditioning Mechanic	20	51.3	9	23.1	3	7.7	7	17.9	0	0.0	39	100.0
Sheet Metal Worker	25	92.6	0	0.0	2	7.4	0	0.0	0	0.0	27	100.0
Steamfitter/Pipefitter	31	39.7	7	9.0	9	11.5	29	37.2	2	2.6	78	100.0
Truck and Transport Mechanic	18	60.0	4	13.3	3	10.0	5	16.7	0	0.0	30	100.0
Welder	114	48.5	13	5.5	17	7.2	89	37.9	2	0.9	235	100.0
All Trades	**1140**	**52.5**	**259**	**11.9**	**184**	**8.5**	**561**	**25.9**	**26**	**1.2**	**2170**	**100.0**

[1] Only trades with at least 20 responses are presented in this table. The summary row (All Trades) represents all responses from all trades for this question.

The highest rate of full-time employment in jobs unrelated to their trade was reported by Welder apprentices at 38%. Steamfitter/Pipefitter (37%) and Heavy Equipment Operator (36%) apprentices were also among the highest percentages of apprentices employed in jobs not at all related to their trade training.

Of those employed full-time but not as apprentices in their trade, just over one-quarter (26%) were actually working in another trade. In fact, of those not apprenticing in their trade, over half of Truck and Transport Mechanic (58%) and Industrial Instrument Mechanic (52%) apprentices were working in other trades as were high percentages of Powerline Technician (47%), Mobile Crane Operator (46%) and Industrial Electrician (40%) apprentices.

Most of these apprentices (63%) reported they were working in another trade because of better job opportunities. Other reasons included being able to work in the local area (41%) and higher wages (37%).

Table 6.2.2b shows the relationship of apprentices current part-time employment to their trade training, by trade. Unlike those employed full-time, only 26% of apprentices employed part-time were working as apprentices in their trade while 53% were in employment not at all related to their trade.

Table 6.2.2b: Relationship of Part-time Employment to Trade Training by Trade

Trade[1]	Relationship of Part-time Employment to Trade Training											
	Apprentice in Trade		Directly Related, but Not as Apprentice		Indirectly Related		Not at all Related		Other/ Unknown		Total	
	N	%	N	%	N	%	N	%	N	%	N	%
Automotive Service Technician	2	12.5	2	12.5	4	25.0	8	50.0	0	0.0	16	100.0
Carpenter	2	20.0	1	10.0	1	10.0	6	60.0	0	0.0	10	100.0
Construction Electrician	1	14.3	0	0.0	1	14.3	3	42.9	2	28.6	7	100.0
Cook	13	37.1	7	20.0	3	8.6	11	31.4	1	2.9	35	100.0
Hairstylist	17	32.7	0	0.0	2	3.8	33	63.5	0	0.0	52	100.0
Heavy Duty Equipment Technician	2	22.2	1	11.1	0	0.0	6	66.7	0	0.0	9	100.0
Heavy Equipment Operator	5	26.3	3	15.8	3	15.8	7	36.8	1	5.3	19	100.0
Industrial Mechanic (Millwright)	0	0.0	0	0.0	0	0.0	8	100.0	0	0.0	8	100.0
Welder	2	25.0	1	12.5	1	12.5	4	50.0	0	0.0	8	100.0
All Trades	**49**	**26.3**	**16**	**8.6**	**17**	**9.1**	**99**	**53.2**	**5**	**2.7**	**186**	**100.0**

[1] Only trades with at least 5 responses are presented in this table. The summary row (All Trades) represents all responses from all trades for this question.

At 37%, Cook apprentices reported the highest percentage of part-time employment as apprentices in their trade. One-third of Hairstylist apprentices also reported part-time employment as apprentices in the trade. Once again, it is important to note that women make up a consideration proportion of apprentices in these two trades.

All of the eight Industrial Mechanic (Millwright) apprentices reporting part-time employment were in jobs not at all related to their trade training.

Of those employed part-time and not working as apprentices in their trade, only 10% reported they were working in another trade. Being able to work in the local area (57%), better job opportunities (43%), and higher wages (21%) were all cited as reasons for working in another trade.

6.2.3 Hours per Week in Paid Full-time Employment

Table 6.2.3 shows the average hours per week worked in paid full-time employment for each trade by the relationship of current employment to their trade training. Overall, apprentices employed in their trade worked the fewest number of hours per week at 45.1. Those employed in jobs either directly or indirectly related to the trade but not as apprentices worked on average 46.4 and 48.9 hours per week respectively. Those in employment not at all related to the trade worked on average 45.6 hours per week.

The average number of hours per week worked in the trade as full-time apprentices varied by trade, ranging from 39.2 hours per week for Hairstylist apprentices to 55.7 hours per week for Mobile Crane Operator apprentices.

For those employed in jobs directly related to their trade but not as apprentices, average hours per week ranged from 37.5 hours for Machinist apprentices to 54.6 hours for Heavy Equipment Operator apprentices. Average hours per week for those employed in jobs indirectly related to their trade training ranged from 40.0 hours for apprentices in a number of trades to 62.6 hours for Cook apprentices.

Industrial Instrument Mechanic apprentices working in jobs totally unrelated to their trade worked on average 38.5 hours per week while Industrial Electricians worked on average 57 hours per week in jobs unrelated to their trade. Given that the largest percentage of apprentices with a college diploma prior to registration were Industrial Instrument Mechanics (39%) and Industrial Electricians (38%), this undoubtedly provided the source of employment unrelated to their trade.

Table 6.2.3: Average Hours per Week Worked in Paid Full-time Employment by Relationship to Trade and Training by Trade

Trade[1]	Relationship of Full-time Employment to Trade Training											
	Apprentice in Trade		Directly Related, but Not as Apprentice		Indirectly Related		Not at all Related		Other/ Unknown		Total[2]	
	N	Avg. Hours	N	Avg. Hours	N	Avg. Hours	N	Avg. Hours	N	Avg. Hours	N	Avg. Hours
Automotive Service Technician	131	43.9	21	41.9	14	46.3	33	44.5	0	N/A	199	44.0
Carpenter	76	47.0	27	45.1	13	47.5	49	45.9	1	45.0	166	46.4
Construction Electrician	134	45.2	12	44.2	12	44.6	24	49.1	0	N/A	182	45.6
Cook	77	45.6	17	48.1	7	62.6	26	42.5	1	N/A	128	46.2
Hairstylist	128	39.2	21	39.1	0	N/A	66	39.3	1	70.0	216	39.4
Heavy Duty Equipment Technician	44	45.8	22	48.8	18	50.7	33	49.0	0	N/A	117	48.0
Heavy Equipment Operator	63	53.5	26	54.6	31	51.2	70	47.5	1	60.0	191	51.1
Industrial Electrician	13	42.0	6	49.6	1	40.0	4	57.0	0	N/A	24	46.2
Industrial Instrument Mechanic	21	47.2	18	45.7	9	48.4	2	38.5	0	N/A	50	46.5
Industrial Mechanic (Millwright)	64	45.3	15	46.1	15	48.7	43	45.6	0	N/A	137	45.9
Machinist	33	45.8	2	37.5	3	45.3	8	48.8	0	N/A	46	45.8
Metal Fabricator (Fitter)	14	48.9	8	47.9	1	40.0	11	43.6	0	N/A	34	46.7
Mobile Crane Operator	12	55.7	5	61.4	11	53.6	15	47.2	1	90.0	44	54.0
Motor Vehicle Body Repairer (Metal & Paint)	34	42.0	2	40.0	1	45.0	9	47.2	0	N/A	46	43.0
Oil Burner Mechanic	12	45.0	5	51.0	1	40.0	6	45.0	0	N/A	24	46.0
Plumber	26	43.9	5	42.2	3	45.7	8	45.0	0	N/A	42	44.0
Powerline Technician (Operating)	22	42.5	3	49.0	2	60.0	10	48.9	0	N/A	37	45.7
Refrigeration and Air Conditioning Mechanic	20	43.6	9	41.4	3	41.7	7	41.0	0	N/A	39	42.5
Sheet Metal Worker	25	42.2	0	N/A	2	55.0	0	N/A	0	N/A	27	42.7
Steamfitter/Pipefitter	31	45.8	7	44.6	9	48.3	29	48.5	0	N/A	76	47.0
Truck and Transport Mechanic	18	48.2	4	47.5	3	43.3	5	49.0	0	N/A	30	47.7
Welder	114	46.8	13	47.7	17	47.8	89	46.7	2	45.0	235	46.9
All Trades	**1140**	**45.1**	**259**	**46.4**	**184**	**48.9**	**561**	**45.6**	**7**	**59.1**	**2151**	**45.7**

[1] Only trades with at least 20 responses are presented in this table. The summary row (All Trades) represents all responses from all trades for this question.
[2] Total is 2151 due to 19 invalid or unknown responses.

6.2.4 Hourly Wage for Apprentices in Paid Full-time Employment

Apprentices employed full-time at the time of survey were being paid on average $13.69 per hour as apprentices in the trade, as is shown in Table 6.2.4a. Apprentices in employment directly or indirectly related to training but not as apprentices earned the highest average hourly wages at $16.28 and $16.11 respectively, while apprentices in employment not at all related to the trade earned the lowest average hourly wage at $12.43.

Table 6.2.4a: Average Hourly Wage from Full-time Employment by Relationship to Trade Training by Trade

Trade[1]	Relationship of Full-time Employment to Trade Training											
	Apprentice in Trade		Directly Related, but Not as Apprentice		Indirectly Related		Not at all Related		Other/ Unknown		Total[2]	
	N	Avg. Wage ($)	N	Avg. Wage ($)	N	Avg. Wage ($)	N	Avg. Wage ($)	N	Avg. Wage ($)	N	Avg. Wage ($)
Automotive Service Technician	131	10.67	21	10.89	14	13.75	33	12.32	0	N/A	199	11.16
Carpenter	76	13.18	27	16.10	13	19.64	49	11.98	1	16.00	166	13.77
Construction Electrician	134	12.92	12	14.90	12	17.91	24	11.80	0	N/A	182	13.25
Cook	77	10.54	17	10.50	7	11.29	26	18.43	1	N/A	128	12.16
Hairstylist	128	7.28	21	7.29	0	N/A	66	8.19	1	N/A	216	7.62
Heavy Duty Equipment Technician	44	13.00	22	15.44	18	14.00	33	12.93	0	N/A	117	13.57
Heavy Equipment Operator	63	15.21	26	18.92	31	16.68	70	13.71	1	10.00	191	15.44
Industrial Electrician	13	18.91	6	23.00	1	10.00	4	20.00	0	N/A	24	19.67
Industrial Instrument Mechanic	21	22.17	18	25.64	9	23.25	2	31.00	0	N/A	50	23.78
Industrial Mechanic (Millwright)	64	18.21	15	14.71	15	15.50	43	12.94	0	N/A	137	16.01
Machinist	33	14.63	2	20.50	3	10.00	8	14.14	0	N/A	46	14.73
Metal Fabricator (Fitter)	14	16.00	8	19.67	1	18.00	11	9.33	0	N/A	34	15.38
Mobile Crane Operator	12	18.09	5	26.00	11	15.63	15	14.18	1	14.00	44	17.09
Motor Vehicle Body Repairer (Metal & Paint)	34	11.13	2	9.50	1	9.00	9	10.14	0	N/A	46	10.83
Oil Burner Mechanic	12	13.27	5	22.00	1	9.00	6	9.60	0	N/A	24	13.00
Plumber	26	12.96	5	13.00	3	9.00	8	14.14	0	N/A	42	12.87
Powerline Technician (Operating)	22	17.90	3	19.00	2	13.50	10	14.25	0	N/A	37	16.82
Refrigeration and Air Conditioning Mechanic	20	15.47	9	17.00	3	14.00	7	13.83	0	N/A	39	15.45
Sheet Metal Worker	25	14.52	0	N/A	2	14.00	0	N/A	0	N/A	27	14.50
Steamfitter/Pipefitter	31	18.40	7	18.00	9	15.25	29	11.09	0	N/A	76	15.51
Truck and Transport Mechanic	18	14.00	4	20.50	3	15.50	5	10.50	0	N/A	30	14.63
Welder	114	15.05	13	17.90	17	15.27	89	11.59	2	22.50	235	13.96
All Trades	**1140**	**13.69**	**259**	**16.28**	**184**	**16.11**	**561**	**12.43**	**7**	**17.50**	**2151**	**13.90**

[1] Only trades with at least 20 responses are presented in this table. The summary row (All Trades) represents all responses from all trades for this question.
[2] Total is 2151 due to 19 invalid or unknown responses.

There was considerable variation in wages earned by trade apprentices. Hairstylist apprentices earned on average less than $8 per hour compared to Industrial Instrument Mechanic apprentices who earned more than $20 per hour.

It is important to note that the highest average hourly wages were generally reported by those working in a job directly related to their trade but not as an apprentice, followed by those working in a job indirectly related to their trade. With the exception of the Steamfitter/Pipefitter, Sheet Metal Worker, Motor Vehicle Body Repairer and Industrial Mechanic trades, apprentices actually apprenticing in their trade earned less. For example, a Metal Fabricator apprentice in the trade earned on average $16/hour whereas, if they worked in a job directly or indirectly related to their training but not as an apprentice, they earned $19.67/hour and $18/hour, respectively.

Furthermore, those working as apprentices in their trade reported the lowest average number of hours worked per week. As is shown in Table 6.2.4b, when these two indicators are combined, those working as apprentices in their trade earned the second lowest average weekly wages. Only those in employment not at all related to the trade earned lower.

Table 6.2.4b: Average Weekly Earnings Depending on Relationship to Trade Training

Relationship to Trade Training	N	Average Hours Per Week	Average Hourly Wage	Average Weekly Earnings
Apprentice in Trade	1140	45.1	$13.69	$617.42
Directly Related, but Not as Apprentice	259	46.4	$16.28	$755.39
Indirectly Related	184	48.9	$16.11	$787.78
Not at All Related	561	45.6	$12.43	$566.81
Overall	**2151**	**45.7**	**$13.90**	**$635.23**

In fact, those working in jobs related to the trade, but not as apprentices, earned on average close to $150 per week more than those working as apprentices in their trade. This discrepancy is most likely a strong influence on whether individuals remain as apprentices in their trade. However, those working as apprentices in their trade did earn on average more money than those in employment not at all related to their trade. With the exception of Cook apprentices who earned considerably higher wages out of their trade, for these individuals not working in the trade, it would appear that the reason they left was not for higher wages, but rather because of their difficulty logging on-the-job hours or finding any trade-related employment, as is shown in Tables 6.2.4c and 6.2.4d.

Table 6.2.4c: Logging On-the-job Hours by Relationship of Current Full-time Employment to Trade

Relationship to Trade Training	Logging On-the-Job Hours							
	Yes		No		Unknown		Total	
	N	%	N	%	N	%	N	%
Apprentice in Trade	1114	97.7	26	2.3	0	0.0	1140	100.0
Directly Related, but Not as Apprentice	209	80.7	48	18.5	2	0.8	259	100.0
Indirectly Related	113	61.4	71	38.6	0	0.0	184	100.0
Not at All Related	311	55.4	248	44.2	2	0.4	561	100.0
Unknown	22	84.6	4	15.4	0	0.0	26	100.0
Overall	**1769**	**81.5**	**397**	**18.3**	**4**	**0.2**	**2170**	**100.0**

Table 6.2.4d: Difficulty Finding Trade-related Employment by Relationship of Current Full-time Employment to Trade

Relationship to Trade Training	**Difficulty Finding Trade-related Employment**							
	Yes		**No**		**Unknown**		**Total**	
	N	**%**	**N**	**%**	**N**	**%**	**N**	**%**
Apprentice in Trade	128	11.2	1002	87.9	10	0.9	1140	100.0
Directly Related, but Not as Apprentice	59	22.8	186	71.8	14	5.4	259	100.0
Indirectly Related	81	44.0	92	50.0	11	6.0	184	100.0
Not at All Related	293	52.2	208	37.1	60	10.7	561	100.0
Unknown	12	46.2	12	46.2	2	7.7	26	100.0
Overall	**573**	**26.4**	**1500**	**69.1**	**97**	**4.5**	**2170**	**100.0**

There were only 55% of apprentices in employment not at all related to their training who reported having logged any hours, compared to 98% of those working as apprentices in their trade. Furthermore, 52% of apprentices in employment not at all related to their training reported difficulty finding employment, compared to only 11% of those working as apprentices in their trade. Clearly, large numbers of the apprentices working in full-time employment not at all related to their trade are doing so because of the amount of difficulty they have had logging hours or gaining any trade-related employment during their apprenticeship.

6.3 APPRENTICES NOT EMPLOYED AT TIME OF SURVEY

6.3.1 Type of Employment Sought

Apprentices who reported being unemployed at the time of survey (1461) were asked what type of employment they were seeking. As is shown in Table 6.3.1, just over half of apprentices (54%) were seeking employment as apprentices in their trade, while 24% were resigned to seeking any type of employment. Another 6% were seeking employment in an area directly related to their trade training but not as an apprentice, while 14% indicated they were not seeking any type of employment.

Table 6.3.1: Type of Employment Sought by Unemployed Apprentices by Trade

Trade[1]	Type of Employment Sought											
	Apprentice in Trade		Directly Related to Trade		Any Type of Employment		Not Seeking Employment		Other/ Unknown		Total	
	N	%	N	%	N	%	N	%	N	%	N	%
Automotive Service Technician	32	39	4	4.9	25	30.5	17	20.7	4	4.9	82	100
Carpenter	109	60.6	12	6.7	36	20	20	11.1	3	1.7	180	100
Construction Electrician	105	69.1	8	5.3	20	13.2	17	11.2	2	1.3	152	100
Cook	31	50.8	4	6.6	10	16.4	15	24.6	1	1.6	61	100
Hairstylist	30	27.8	1	0.9	38	35.2	37	34.3	2	1.9	108	100
Heavy Duty Equipment Technician	23	51.1	1	2.2	15	33.3	4	8.9	2	4.4	45	100
Heavy Equipment Operator	106	50.5	11	5.2	51	24.3	37	17.6	5	2.4	210	100
Industrial Instrument Mechanic	13	54.2	4	16.7	3	12.5	3	12.5	1	4.2	24	100
Industrial Mechanic (Millwright)	51	58	6	6.8	19	21.6	8	9.1	4	4.5	88	100
Metal Fabricator (Fitter)	20	58.8	5	14.7	6	17.6	3	8.8	0	0	34	100
Mobile Crane Operator	13	48.1	3	11.1	6	22.2	4	14.8	1	3.7	27	100
Motor Vehicle Body Repairer (Metal & Paint)	8	40	0	0	10	50	2	10	0	0	20	100
Plumber	11	61.1	4	22.2	1	5.6	2	11.1	0	0	18	100
Steamfitter/Pipefitter	61	64.2	7	7.4	23	24.2	2	2.1	2	2.1	95	100
Welder	143	57.2	14	5.6	64	25.6	25	10	4	1.6	250	100
All Trades	**793**	**54.3**	**86**	**5.9**	**345**	**23.6**	**205**	**14**	**32**	**2.2**	**1461**	**100**

[1] Only trades with at least 15 responses are presented in this table. The summary row (All Trades) represents all responses from all trades for this question.

There was little variation between the trades in percentages of apprentices seeking employment as apprentices in their trade, with some notable exceptions. Construction Electrician (69%) and Steamfitter/Pipefitter (64%) apprentices had the highest percentages seeking employment as apprentices in their trade. Since certification is a requirement for working as a Construction Electrician in this province, it follows that many Construction Electrician apprentices were seeking employment as apprentices in their trade to continue to log hours towards this certification. Steamfitter/Pipefitter apprentices, as reported in Chapter 4, had more difficulty finding employment than any other trade. However, given that their hourly wage is substantially higher when they are employed as an apprentice in the trade (see Table 6.2.4), their motivation for remaining in their trade could be due to higher earnings.

As for apprentices seeking any type of employment, Motor Vehicle Body Repairer (Metal & Paint) (50%), Hairstylist (35%) and Heavy Duty Equipment Technician (33%) apprentices most often indicated they were seeking employment of this type. Additionally, Hairstylist (34%) and Cook (25%) apprentices, trades with high female representation, reported the highest percentage of apprentices not seeking employment.

6.3.2 Reasons Why Apprentices Were Not Seeking Employment

Apprentices who were either unemployed and not seeking employment (n=205) or out of the labour market for other reasons at the time of survey (n=79) were asked why they were not seeking employment (Table 6.3.2).

Table 6.3.2: Reasons for Not Seeking Employment for Apprentices Unemployed or Out of the Labour Market

Current Status	Reason for Not Seeking Employment											
	Temporary Lay-off		Illness/ Injury		Family Responsibilities		Waiting to Go to School		Other/ Unknown		Total	
	N	%	N	%	N	%	N	%	N	%	N	%
Unemployed and Not Seeking Employment	122	59.5	19	9.3	24	11.7	22	10.7	18	8.8	205	100
Out of Labour Market	0	0.0	27	34.2	20	25.3	4	5.1	28	35.4	79	100
Total	**122**	**43.0**	**46**	**16.2**	**44.0**	**15.5**	**26**	**9.2**	**46**	**16.2**	**284**	**100**

The majority of unemployed apprentices reported temporary lay-off (60%) as their reason for not seeking employment. For those out of the labour market, the most commonly reported reason for not seeking employment was illness or injury (34%).

For all trades, temporary lay-off was the most commonly reported reason for not seeking employment, with the notable exception of Hairstylists where 52% were not seeking employment due to family responsibilities.

6.3.3 Where Apprentices were Attending Education or Training

For the 298 (7%) apprentices who reported they were in an education or training program at the time of survey, the majority were attending the College of the North Atlantic (56.0%), as is shown by Table 6.3.3.

Table 6.3.3: Where Apprentices Attended Education or Training at Time of Survey

Institution	N	%
College of the North Atlantic	167	56.0
Private College in Newfoundland and Labrador	76	25.5
Institution Outside Newfoundland and Labrador	20	6.7
Memorial University of Newfoundland	13	4.4
Marine Institute of Memorial University	7	2.3
Employer	2	0.7
Other/Unknown	13	4.4
Total	**298**	**100.0**

While the majority of apprentices in all trades were in attendance at the College of the North Atlantic, there were some exceptions. A high percentage of Carpenter (58%), Heavy Equipment Operator (54%) and Hairstylist (52%) apprentices indicated that they were attending a private college in the Province.

6.4 APPRENTICES' SATISFACTION WITH THEIR CHOICE OF TRADE

Overall, the vast majority of apprentices were satisfied with their choice of trade (85%), as is illustrated by Figure 6.4.1.

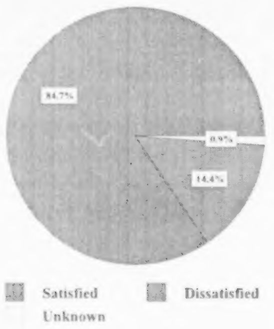

Figure 6.4.1: Apprentices' Satisfaction with Choice of Trade (n=4401)

However, it is important to note that there was variation with this satisfaction among the individual trades. Over 90% of apprentices from the Sheet Metal Worker (94%), Truck and Transport Mechanic (93%), Industrial Electrician (93%), Plumber (91%) and Construction Electrician (91%) trades reported satisfaction with their choice of trade.

Hairstylist (75%) and Oil Burner Mechanic (79%) apprentices reported lower satisfaction with their choice of trade. This dissatisfaction would appear to be a reflection of their wages. The average hourly wages for Oil Burner Mechanic apprentices employed in their trade is $13.27, while the average for apprentices in other trades, excluding hairstylists, is $14.23. Hairstylist apprentices earn considerably less than those in other trades ($7.28) and they also work fewer hours per week resulting in lower overall income

6.5 SUMMARY

Despite the fact the survey took place during a period when there is typically less employment in trades, 54% of apprentices reported they were employed at the time of survey, and the majority were employed on a full-time basis.

Over half (53%) of full-time employed apprentices were employed as apprentices in their trade while 26% were in jobs not at all related to their trade. This varied considerably by trade. Of those employed but not as apprentices in their trade, 26% were working in another trade, mostly due to better job opportunities.

While 54% of unemployed apprentices were seeking employment as apprentices in their trade, 24% were seeking any type of employment at all.

Apprentices employed in their trade worked the fewest number of hours per week at 45.1. Those employed in jobs either directly or indirectly related to the trade but not as apprentices worked on average 46.4 and 48.9 hours per week respectively. Those in employment not at all related to the trade worked on average 45.6 hours per week.

Wages for apprentices varied significantly be trade. Apprentices employed full-time were being paid on average $13.69 per hour as apprentices in the trade. Apprentices in employment directly or indirectly related to training but not as apprentices earned the highest average hourly wages at $16.28 and $16.11 respectively, while apprentices in employment not at all related to the trade earned the lowest average hourly wage at $12.43.

7.0 SOURCE OF FUNDING

7.1 INTRODUCTION

Source of funding is a critical element affecting students' participation in post-secondary education. It is particularly relevant to apprenticeship given the percentage of participants that receive external funding.

There are two streams of funding within apprenticeship. Those who receive external funding support from Human Resources and Skills Development (HRSD), an employer or union, Workers Compensation, Income Support or a Native Band Council/Association and are, in fact, provided with non-repayable subsidization of their education are in one stream. Those who must use personal or parental savings/income as well as repayable loans to finance their apprenticeship are in the other. It should be noted that the financial support from HRSD generally covers all the costs associated with apprenticeship training that cannot be met through personal resources.

HRSD funding for apprenticeship is available to individuals who are currently unemployed and thus receiving Employment Insurance benefits. Skills Development funding through HRSD is also available for these individuals. Additionally, many individuals who are employed in the trade in which they wish to apprentice receive a "layoff of convenience" when they decide to register. This arrangement allows them to proceed with their training while being entitled to Employment Insurance benefits. If these apprentices seek Skills Development funding, depending on their individual circumstances, they would be entitled to their regular Employment Insurance benefits plus funding to cover any incremental costs associated with training such as daycare, living expenses and transportation.

It would follow then that apprenticeship is a less onerous financial commitment for some apprentices than others. However, it is unknown whether the easing of the financial burden allows these individuals to be more successful in their programs of study. An examination of the success of apprentices in relation to their source of financing is warranted.

7.2 SOURCES OF FUNDING FOR APPRENTICES' TRAINING

7.2.1 All Sources of Funding for Apprentices' Training

Apprentices used many different sources to finance their training program, and in many cases used more than one source of funding. The most commonly reported source was HRSD/EI at 59% (allowing for multiple responses). Government student loans (39%) were also a commonly reported source of funding, as was Personal Income (36%) (Figure 7.2.1).

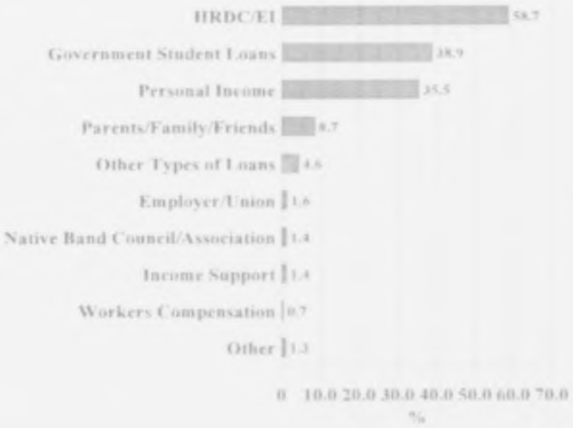

Figure 7.2.1: All Funding Sources for Apprentices' Training (n=4307)

7.2.2 Main Source of Funding for Apprentices' Training

Of the funding sources reported, apprentices were asked what they considered to be their main source of funding (Figure 7.2.2). Again, HRSD was reported most often (53%), followed by Government student loans (29%). Personal Income was reported as a main source of funding by only 8% of apprentices and it would appear that, despite the reported high usage of personal income, it was used as a secondary or supplementary source of funding for apprentices.

Government student loans, rather than HRSD support, was reported as the main source of funding by four trades: Hairstylists (59%), Motor Vehicle Body Repairers (Metal & Paint) (54%), Automotive Service Technicians (44%) and Powerline Technicians (Operating) (38%). A further discussion of HRSD as a source of funding is included in Chapter 8, Women in Trades.

It is noteworthy that a number of apprentices in each trade reported using personal savings as the primary source of funding for their training. Given that two-thirds of these apprentices reported that they were employed immediately prior to registration, it is likely that these individuals are paying their way as they continue to work in existing jobs.

Table 7.2.2: Main Source of Funding for Training by Trade

Trade[1]	Main Source of Funding											
	HRSD		Gov't Student Loans		Personal Income		Family/ Friends		Other		Total	
	N	%	N	%	N	%	N	%	N	%	N	%
Automotive Service Technician	129	37.1	154	44.3	31	8.9	20	5.7	14	4.0	348	100.0
Carpenter	242	59.2	121	29.6	15	3.7	7	1.7	24	5.9	409	100.0
Construction Electrician	215	60.4	71	19.9	45	12.6	7	2.0	18	5.1	356	100.0
Cook	120	46.7	100	38.9	25	9.7	5	1.9	7	2.7	257	100.0
Hairstylist	113	26.1	255	58.9	24	5.5	20	4.6	21	4.8	433	100.0
Heavy Duty Equipment Technician	96	50.0	65	33.9	13	6.8	11	5.7	7	3.6	192	100.0
Heavy Equipment Operator	349	70.1	71	14.3	27	5.4	9	1.8	42	8.4	498	100.0
Industrial Electrician	21	50.0	6	14.3	9	21.4	2	4.8	4	9.5	42	100.0
Industrial Instrument Mechanic	36	43.9	15	18.3	12	14.6	7	8.5	12	14.6	82	100.0
Industrial Mechanic (Millwright)	153	57.3	72	27.0	19	7.1	9	3.4	14	5.2	267	100.0
Machinist	25	42.4	18	30.5	5	8.5	5	8.5	6	10.2	59	100.0
Metal Fabricator (Fitter)	64	75.3	10	11.8	8	9.4	2	2.4	1	1.2	85	100.0
Mobile Crane Operator	57	67.9	11	13.1	5	6.0	3	3.6	8	9.5	84	100.0
Motor Vehicle Body Repairer (Metal & Paint)	32	38.6	45	54.2	4	4.8	1	1.2	1	1.2	83	100.0
Oil Burner Mechanic	19	59.4	4	12.5	5	15.6	0	0.0	4	12.5	32	100.0
Plumber	37	61.7	4	6.7	9	15.0	2	3.3	8	13.3	60	100.0
Powerline Technician (Operating)	20	35.7	21	37.5	11	19.6	2	3.6	2	3.6	56	100.0
Refrigeration and Air Conditioning Mechanic	23	46.9	12	24.5	5	10.2	0	0.0	9	18.4	49	100.0
Sheet Metal Worker	20	66.7	5	16.7	5	16.7	0	0.0	0	0.0	30	100.0
Steamfitter/Pipefitter	107	54.0	38	19.2	32	16.2	9	4.5	12	6.1	198	100.0
Truck and Transport Mechanic	26	59.1	13	29.5	2	4.5	1	2.3	2	4.5	44	100.0
Welder	338	60.7	135	24.2	42	7.5	20	3.6	22	3.9	557	100.0
All Trades	**2294**	**53.3**	**1253**	**29.1**	**363**	**8.4**	**143**	**3.3**	**254**	**5.9**	**4307**	**100.0**

[1] Only trades with at least 25 responses are presented in this table. The summary row (All Trades) represents all responses from all trades for this question.

7.2.3 Source of Funding by Average Age of Apprentices

Apprentices who received funding from their Employer/Union had the highest average age (41.7 years) and are likely long-time employees/members and seen as a good investment for further training or certification. Workers Compensation (40.5 years) and HRSD (32.9 years) also appear to be a primary source for older apprentices. This is consistent with the primary goal of these programs, which is to retrain injured and/or displaced workers. Those receiving Government student loans (26.3 years) and especially those receiving financial support from Family/Friends (23.2 years) are considerably younger.

When apprentices are grouped by age and examined by those receiving external, non-repayable funding and those using personal savings/income or loans to finance their education, an interesting point emerges. The younger apprentices who have weaker labour market attachment (Chapter 2.2.6) and lower percentages of having logged hours (Chapter 4.2.1), are expected to make the greatest personal financial commitment to apprenticeship.

Table 7.2.3: Main Source of Funding by Age

Age Category	Main Source of Funding						
	Personal[1]		External[2]		Other		Total
	N	%	N	%	N	%	N
20 Years or Younger	89	4.8	21	0.8	1	1.5	111
21 to 25 Years	923	50.5	579	24.0	20	29.4	1522
26 to 30 Years	464	25.4	562	23.3	14	20.6	1040
31 to 35 Years	188	10.3	410	17.0	7	10.3	605
36 to 40 Years	78	4.3	337	13.9	11	16.2	426
Over 41 Years	72	3.9	442	18.3	14	20.6	528
Unknown	12	0.6	62	2.6	1	1.5	75
Total	1826	100.0	2413	100.0	68	100.0	4307

[1] Personal funding sources reflect a personal contribution from the apprentice or family. They include Government student loans, other loans, personal savings and income and family support.

[2] External funding sources do not require repayment. They include support from HRSD, an employer or union, Workers Compensation, Income Support and Native Band Councils/Associations.

7.2.4 Source of Funding by Gender

As shown in Table 7.2.4, when the Hairstylist trade is factored out, there are only minor differences in where males and females sourced their funding for trades training. In the All Other Trades category, which includes trades normally considered to be non-traditional for females, similar percentages of males and females received external, non-repayable assistance. External funding is lower for the female-dominated Hairstylist trade. Additionally, for apprentices in all trade categories, the higher number of males receiving external funding assistance may be due to higher numbers of males being EI eligible as a result of greater attachment to the labour force prior to registration (see Chapter 8.2.3).

Table 7.2.4: Source of Funding by Trade Category and Gender

Trade Category	Main Source of Funding							
	Personal[1]		External[2]		Other/Unknown		Total	
	N	%	N	%	N	%	N	%
Hairstylist	**309**	**71.4**	**121**	**27.9**	**3**	**0.7**	**433**	**100.0**
Female	299	71.9	115	27.6	2	0.5	416	100.0
Male	10	58.8	6	35.3	1	5.9	17	100.0
Cook	**131**	**51**	**124**	**48.2**	**2**	**0.8**	**257**	**100.0**
Female	48	55.2	39	44.8	-	-	87	100.0
Male	83	48.8	85	50.0	2	1.2	170	100.0
All Other Trades	**1386**	**38.3**	**2168**	**59.9**	**63**	**1.7**	**3617**	**100.0**
Female	41	41.4	58	58.6	-	-	99	100.0
Male	1345	38.2	2110	60.0	63	1.7	3518	100.0
Total	**1826**	**42.4**	**2413**	**56.0**	**68**	**1.6**	**4307**	**100.0**
Female	388	64.5	212	35.2	2	0.3	602	100.0
Male	1438	38.8	2201	59.4	66	1.8	3705	100.0

[1] Personal funding sources reflect a personal contribution from the apprentice or family. They include Government student loans, other loans, personal savings and income and family support.

[2] External funding sources do not require repayment. They include support from HRSD, an employer or union, Workers Compensation, Income Support and Native Band Councils/Associations.

7.2.5 Source of Funding by Prior Labour Market Status

While a large number of the apprentices employed prior to registration sought HRSD funding, a substantial number of previously employed (526) and previously unemployed (427) accessed Government student loans. In fact, of apprentices employed immediately prior to registration, 57% indicated they had accessed HRSD funding for their apprenticeship training while 23% and 11%, respectively, reported Government student loans and personal savings or work income as primary sources of funding. It is unknown whether those who accessed student loans but who were in the labour market prior to registration, were EI eligible and thus entitled to HRSD funding or whether they were aware of that option. This was also the case for previously unemployed apprentices - 58% reported HRSD support while 30% used Government student loans.

As shown in Table 7.2.5, almost two-thirds of apprentices entering the program directly out of high school indicated that Government student loans were the main source of funding for their apprenticeship training.

Table 7.2.5: Source of Funding by Labour Market Status Immediately Prior to Registration

Status Prior to Registration	Sources of Funding											
	HRSD		Government student loans		Personal Savings/ Work Income		Parents/ /Family		Other Sources/ Unknown		TOTAL	
	N	%	N	%	N	%	N	%	N	%	N	%
High School	51	14.6	220	63.0	26	7.40	38	10.9	14	4.00	349	100.0
Post-Secondary	76	42.9	57	32.2	16	9.00	17	9.60	11	5.20	177	100.0
Employed	1285	56.9	526	23.3	238	10.5	58	2.60	151	6.70	2258	100.0
Out of Labour Market	28	43.8	17	26.6	5	7.80	-	-	14	21.9	64	100.0
Seasonal	19	95.0	-	-	1	5.00	-	-	-	-	20	100.0
Unemployed	827	58.1	427	30.0	77	5.40	30	2.10	63	4.40	1424	100.0
Other/Unknown	8	53.3	6	40.0	-	-	-	-	1	6.70	15	100.0
TOTAL	2294	53.3	1253	29.1	363	8.40	143	3.30	254	5.90	4307	100.0

Fifty-two percent of surveyed apprentices indicated that they were employed immediately prior to registration. Of those accessing HRSD support, the majority (63%) were working in non-trade jobs, 29% were working in the trade in which they were apprenticing and 8% were working in another trade. Similarly, non-trade jobs were held by a high percentage of apprentices indicating Government student loans (81%), Personal Income (71%) and financial support from family (72%) as their primary source of funding while, on average, less than 25% held jobs in their trade. In contrast, trade-related employment was held by 55% of apprentices funded by an employer or union with 33% actually working in the trade in which they were apprenticing.

7.2.6 Source of Funding by Entry-level Completion Status

Regardless of an apprentice's source of funding, there were only minor differences in the completion rate of entry-level training with the exception of those funded by their employer or union. While the rate of completion averaged 88% for all funding sources, those supported by their employer or union had a completion rate of only 70%. However, as shown in Table 7.2.6, 10% of employer/union sponsored apprentices also indicated that their training was still in progress. HRSD-funded apprentices (6%) and those using personal loans (5%) to finance their training had the lowest drop rate while apprentices accessing Government student loans as well as those receiving funding from their employer or union had the highest (12%).

Table 7.2.6: Source of Funding by Entry-level Completion Status

Source of Funding	Entry Level Completion Status									
	Completed		Dropped		In Progress		Unknown		Total	
	N	%	N	%	N	%	N	%	N	%
HRSD	2072	90.3	136	5.9	67	2.9	19	0.8	2294	100.0
Gov't Student Loans	1080	86.2	147	11.7	17	1.4	9	0.7	1253	100.0
Personal Income	320	88.2	25	6.9	9	2.5	9	2.5	363	100.0
Family/Friends	218	89.5	21	8.4	3	2.1	0	0.0	143	100.0
Other Loans	58	86.6	3	4.5	4	6.0	2	3.0	67	100.0
Employer/Union	35	70.0	6	12.0	5	10.0	4	8.0	50	100.0
Native Band	36	87.8	4	9.8	1	2.4	0	0.0	41	100.0
Workers Compensation	21	91.3	2	8.7	0	0.0	0	0.0	23	100.0
Income Support	5	100.0	0	0.0	0	0.0	0	0.0	5	100.0
Other	17	41.5	4	9.8	2	4.9	18	43.9	41	100.0
Unknown	20	74.1	3	11.1	0	0.0	4	14.8	27	100.0
Total	**3792**	**88.0**	**342**	**7.9**	**108**	**2.5**	**65**	**1.5**	**4307**	**100.0**

7.2.7 Source of Funding by Logging On-the-job Hours

With the exception of those apprentices funded by a union or employer, those using their own personal savings or work income and those funded by Workers Compensation, there were only minor differences in the ability of apprentices to log hours based on their main source of funding (Table 7.2.7a). The greater ability to log hours would make sense for union/employer-funded apprentices as a higher percentage of these individuals were either working in the trade in which they are apprenticing or were working in another trade prior to registration and would have better employment contacts. This is also the case for those using personal finances for their apprenticeship - as stated previously, it is thought that many of these individuals are paying their way as they continue to work in their trade.

Table 7.2.7a: Source of Funding by Logging On-the-job Hours

Source of Funding	Logging On-the-job Hours							
	Logged Hours		Did Not Log Hours		Unknown		Total	
	N	%	N	%	N	%	N	%
HRSD	1742	75.9	549	23.9	3	0.1	2294	100.0
Gov't Student Loans	908	72.5	343	27.4	2	0.2	1253	100.0
Personal Income	296	81.5	67	18.5	0	0.0	363	100.0
Family/Friends	103	72.0	40	28.0	0	0.0	143	100.0
Other Loans	50	74.6	17	25.4	0	0.0	67	100.0
Employer/Union	40	80.0	10	20.0	0	0.0	50	100.0
Native Band Council/Association	32	78.0	9	22.0	0	0.0	41	100.0
Workers Compensation	14	60.9	9	39.1	0	0.0	23	100.0
Income Support	2	40.0	3	60.0	0	0.0	5	100.0
Other	37	90.2	4	9.8	0	0.0	41	100.0
Unknown	19	70.4	7	25.9	1	3.7	27	100.0
Total	**3243**	**75.3**	**1058**	**24.6**	**6**	**0.1**	**4307**	**100.0**

Overall, just under 70% of apprentices surveyed indicated that they were able to log all their hours in the Province. However, those funded by an employer or union (85%) and those funded by a Native Band Council or Association (81%), were more successful in logging hours in Newfoundland and Labrador (Table 7.2 7b). This is likely due to greater job opportunities afforded them in the province as a result of a closer attachment to their funding source. In contrast, for those apprentices funded by Workers Compensation, they had less success than their counterparts in logging hours in the Province and just over one-third of them were required to log all their hours out-of-province.

Table 7.2.7b: Source of Funding by Where Apprentices Logged On-the-job Hours

Source of Funding	Where Apprentices Logged On-the-job Hours							
	Newfoundland and Labrador Only		Both In and Out of Newfoundland and Labrador		Outside Newfoundland and Labrador Only		Total	
	N	%	N	%	N	%	N	%
HRSD[1]	1201	68.9	312	17.9	228	13.1	1742	100.0
Gov't Student Loans	631	69.5	149	16.4	128	14.1	908	100.0
Personal Income	206	69.6	61	20.6	29	9.8	296	100.0
Family/Friends	67	65.0	14	13.6	22	21.4	103	100.0
Other Loans	32	64.0	10	20.0	8	16.0	50	100.0
Employer/Union	34	85.0	5	12.5	1	2.5	40	100.0
Native Band Council/Association	26	81.3	3	9.4	3	9.4	32	100.0
Workers Compensation	8	57.1	1	7.1	5	35.7	14	100.0
Income Support	1	50.0	1	50.0	0	0.0	2	100.0
Other	28	75.7	8	21.6	1	2.7	37	100.0
Unknown	9	47.4	5	26.3	5	26.3	19	100.0
Total	**2243**	**69.2**	**569**	**17.5**	**430**	**13.3**	**3243**	**100.0**

[1] The response for one HRSD-funded apprentice was unknown.

7.2.8 Source of Funding by Intent to Write Journeyperson Examination

When examining the intent of apprentices to write their journeyperson examination by their source of funding, some notable differences are seen. HRSD-funded apprentices (85%) as well as those who are using personal income (84%) or financial support from family (86%) showed the greatest intent to write their certification examination while those funded by an employer or union (68%) or Native Band Council (63%) showed the least (Table 7.2.8). Additionally, apprentices citing Government student loans as their primary source of funding were somewhat less inclined to write their examination in the future. This finding is consistent with the high percentage of women accessing Government student loans for apprenticeship training and the lower reported intentions of female (63%) than male (84%) apprentices to write (see Chapter 8.9.1).

Table 7.2.8: Source of Funding by Intent to Write Journeyperson Examination

Source of Funding	Intent to Write Journeyperson Examination							
	Intend to Write		Do Not Intend to Write		Unknown/Uncertain		Total	
	N	%	N	%	N	%	N	%
HRSD	1477	84.8	185	10.6	80	4.6	1742	100.0
Gov't Student Loans	684	75.3	161	17.7	63	6.9	908	100.0
Personal Income	249	84.1	32	10.8	15	5.1	296	100.0
Family/Friends	89	86.4	12	11.7	2	1.9	103	100.0
Other Loans	35	70.0	13	26.0	2	4.0	50	100.0
Employer/Union	27	67.5	8	20.0	5	12.5	40	100.0
Native Band	20	62.5	11	34.4	1	3.1	32	100.0
Workers Compensation	10	71.4	3	21.4	1	7.1	14	100.0
Income Support	2	100.0	0	0.0	0	0.0	2	100.0
Other	29	78.4	5	13.5	3	8.1	37	100.0
Unknown	16	84.2	3	15.8	0	0.0	19	100.0
Total	**2638**	**81.3**	**433**	**13.4**	**172**	**5.3**	**3243**	**100.0**

7.2.9 Source of Funding by Current Employment Status

Apprentices whose training has been funded by an employer or union reported the highest percentage of full-time employment (76%), as is shown in Table 7.2.9a. Additionally, over half (55%) of those who reported using personal savings or work income as a primary source of funding were engaged in full-time employment at the time of survey. This is probably a reflection of these apprentices' arrangement with their employer. Employer/union-funded apprentices are generally on a leave of absence from their workplace while in school and, as reported previously, a considerable number of apprentices using personal funds are working as they progress through apprenticeship. Fifty percent or less of apprentices from all other funding sources were employed with almost half (48%) of those funded by Workers Compensation reporting that they were unemployed.

Table 7.2.9a: Source of Funding by Current Employment Status

Source of Funding	Current Employment Status																	
	Employed Full-time		Employed Part-time		Seasonal		Unemployed		Enrolled in Education		Out of Labour Market		Other/ Unknown		Total	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
HRSD	1080	47.1	75	3.3	138	6.0	827	36.1	140	6.1	29	1.3	5	0.2	2294	100.0
Gov't Student Loans	626	50.0	72	5.7	31	2.5	404	32.2	83	6.6	37	3.0	0	0.0	1253	100.0
Personal Income	201	55.4	23	6.3	16	4.4	92	25.3	27	7.4	4	1.1	0	0.0	363	100.0
Family/Friends	74	51.7	3	2.1	2	1.4	38	26.6	25	17.5	1	0.7	0	0.0	143	100.0
Other Loans	30	44.8	1	1.5	5	7.5	23	34.3	7	10.4	1	1.5	0	0.0	67	100.0
Employer/Union	38	76.0	0	0.0	0	0.0	7	14.0	3	6.0	1	2.0	1	2.0	50	100.0
Native Band	14	34.1	4	9.8	5	12.2	16	39.0	2	4.9	0	0.0	0	0.0	41	100.0
Workers	7	30.4	0	0.0	0	0.0	11	47.8	2	8.7	3	13.0	0	0.0	23	100.0
Income Support	2	40.0	1	20.0	0	0.0	2	40.0	0	0.0	0	0.0	0	0.0	5	100.0
Other	20	48.8	1	2.4	2	4.9	12	29.3	5	12.2	1	2.4	0	0.0	41	100.0
Unknown	17	63.0	1	3.7	0	0.0	7	25.9	0	0.0	1	3.7	1	3.7	27	100.0
Total	**2109**	**49.0**	**181**	**4.2**	**199**	**4.6**	**1439**	**33.4**	**294**	**6.8**	**78**	**1.8**	**7**	**0.2**	**4307**	**100.0**

As shown in Table 7.2.9b, approximately half of full-time employed apprentices from all funding sources were engaged in trade-related employment. While, on average, 26% were employed in jobs not at all related to their trade training, this is particularly true for those funded by Workers Compensation (43%) and to a lesser extent, those funded by family support (31%) and Government student loans (30%).

Overall, 12% of apprentices indicated that they were employed in their trade but not as an apprentice. The highest incidence of this was reported by those funded by an employer or union (26%) as well as those funded by a Native Band Council/Association (21%). This might explain why there was a lower percentage of apprentices citing these same funding sources expressing an intent to write the journeyperson examination (see Section 7.2.8)

Table 7.2.9b: Source of Funding by Relationship of Current Employment to Trade Training

Source of Funding	Relationship of Current Employment to Trade Training											
	Apprentice in Trade		Directly Related, but Not as Apprentice		Indirectly Related		Not at all Related		Other/ Unknown		Total	
	N	%	N	%	N	%	N	%	N	%	N	%
HRSD	577	53.4	124	11.5	88	8.1	274	25.4	17	1.6	1080	100.0
Gov't Student Loans	316	50.5	67	10.7	53	8.5	185	29.6	5	0.8	626	100.0
Personal Income	109	54.2	28	13.9	14	7.0	47	23.4	3	1.5	201	100.0
Family/Friends	37	50.0	8	10.8	6	8.1	23	31.1	0	0.0	74	100.0
Other Loans	16	53.3	2	6.7	5	16.7	7	23.3	0	0.0	30	100.0
Employer/Union	17	44.7	10	26.3	6	15.8	5	13.2	0	0.0	38	100.0
Native Band	8	57.1	3	21.4	1	7.1	2	14.3	0	0.0	14	100.0
Workers Compensation	3	42.9	1	14.3	0	0.0	3	42.9	0	0.0	7	100.0
Income Support	1	50.0	1	50.0	0	0.0	0	0.0	0	0.0	2	100.0
Other	13	65.0	2	10.0	3	15.0	2	10.0	0	0.0	20	100.0
Unknown	8	47.1	3	17.6	3	17.6	2	11.8	1	5.9	17	100.0
Total	**1105**	**52.4**	**249**	**11.8**	**179**	**8.5**	**550**	**26.1**	**26**	**1.2**	**2109**	**100.0**

7.2.10 Source of Funding by Hourly Wage of Employed Apprentices

Overall and across all employment categories, apprentices accessing Government student loans and other loans requiring repayment reported the lowest average hourly wages ($12.12 and $12.48, respectively) while those funded by an employer or union reported the highest ($22.38). The HRSD -funded apprentices, who form the majority, reported wages $2/hour higher than their counterparts in receipt of loans. With considerably lower wages, the repayment ability of loan users is diminished.

With the exception of those apprentices funded by an employer or union ($22.12) and those funded by Workers Compensation ($18.50), wages for apprentices employed full-time in their trade ranged from $12 - $14/hour. High wages were also reported for those employed in their trade but not as an apprentices and funded by an employer or union ($22.67) followed by those using family support ($19.00) and those using personal savings or income ($18.95).

Wages for those employed in jobs not at all related to their trade training were generally considerably lower than all other employment categories across all funding sources with the exception of those using personal savings or income to fund their apprenticeship.

Table 7.2.10: Source of Funding by Average Hourly Wage and Relationship of Full-time Employment to Trade

Source of Funding	Relationship of Current Full-time Employment to Trade Training											
	Apprentice in Trade		Directly Related, but Not as Apprentice		Indirectly Related		Not at all Related		Other/ Unknown		Total[1]	
	N	Avg. Wage ($)	N	Avg. Wage ($)	N	Avg. Wage ($)	N	Avg. Wage ($)	N	Avg. Wage ($)	N	Avg. Wage ($)
HRSD	577	13.90	124	16.90	88	16.75	274	12.66	3	21.50	1066	14.19
Gov't Student Loans	316	12.46	67	12.34	53	13.78	185	10.99	1	10.00	622	12.12
Personal Income	109	13.78	28	18.95	14	15.64	47	17.61	3	16.00	201	15.40
Family/Friends	37	13.97	8	19.00	6	20.50	23	9.29	0	N/A	74	13.40
Other Loans	16	13.87	2	11.50	5	15.00	7	7.67	0	N/A	30	12.48
Employer/Union	17	22.12	10	22.67	6	23.50	5	21.40	0	N/A	38	22.38
Native Band	8	13.17	3	15.00	1	15.00	2	14.50	0	N/A	14	14.00
Workers Compensation	3	18.50	1	N/A	0	N/A	3	8.00	0	N/A	7	13.25
Income Support	1	-	1	-	0	N/A	0	N/A	0	N/A	2	22.50
Other	13	14.73	2	26.00	3	16.00	2	16.00	0	N/A	20	15.76
Unknown	8	16.50	3	18.00	3	13.50	2	14.00	0	N/A	16	15.77
Total	**1105**	**13.67**	**249**	**16.20**	**179**	**15.92**	**550**	**12.38**	**7**	**17.50**	**2090**	**13.84**

[1] The responses for 19 apprentices were unknown

7.3 SUMMARY

While apprentices used many different sources to finance their training program, the most commonly reported source was HRSD/EI (59%).

Government student loans, rather than HRSD support, was reported as the main source of funding by four trades: Hairstylist (59%), Motor Vehicle Body Repairers (Metal & Paint) (54%), Automotive Service Technicians (44%) and Powerline Technicians (Operating) (38%).

With high usage of government student loans, personal loans and family resources, the younger apprentices who have weaker labour market attachment and lower percentages of having logged hours are expected to make the greatest personal financial commitment to apprenticeship.

When the Hairstylist trade is factored out, there are only minor differences in where males and females sourced their funding for trades training.

Where apprentices sourced their funding is dependant on their labour market status prior to registration. Of those previously employed, 57% indicated they had accessed HRSD funding for their apprenticeship training. And, while 23% indicated they had used Government student loans, it is unknown whether these apprentices were EI eligible and thus entitled to HRSD funding or whether they were aware of that option.

Regardless of source of funding, there were only minor differences in the completion rate of apprentices' entry-level training and ability to log hours.

While 75% of apprentices funded by an employer or union reported full-time employment, approximately half of apprentices from all other funding sources were engaged in trade-related employment.

The lowest average hourly wages ($12.12 and $12.48, respectively) were reported by apprentices accessing Government student loans and other loans requiring repayment while those funded by an employer or union reported the highest ($22.38). Apprentices in receipt of HRSD funding had average wages of $14.19 per hour.

8.0 WOMEN IN TRADES

8.1 INTRODUCTION

Given the low number of women in skilled trades, gender-inclusive analysis becomes crucial in identifying the different issues and understanding their impact on female and male apprentices. The results of such analysis will allow decision-makers to be well-informed in guiding apprenticeship policy.

For the purposes of this report, the definition of non-traditional reflects that which was used in the Federal/Provincial/Territorial Status of Women Ministers' study on "Women in Non-Traditional Occupations" which defines non-traditional occupations as those in which one gender hold less than 35% of the positions. This proportion is the standard estimate of the critical mass necessary to bring about systemic organizational change.

In consultations with the Women's Policy Office, the Women in Resource Development Committee and referred documents (Women's Policy Office, 1991; Ministry of Women's Equality, 1997), the survey instrument was constructed and implemented to be conducive to gender-inclusive analysis. For example, only female surveyors surveyed female respondents to ensure a greater level of comfort with questions relating to discrimination and harassment.

The major issues and findings resulting from this form of analysis are discussed in this chapter, with special emphasis on women in trades.

8.2 PROFILE OF WOMEN INVOLVED IN APPRENTICED TRADES IN NEWFOUNDLAND AND LABRADOR

8.2.1 Survey Response Rate for Female Apprentices

As of September 1, 2002, there were 1460 female apprentices in Newfoundland and Labrador, representing 17% of the total number of 8741 apprentices. Of this cohort, 604 or 41.4% of the total number of female apprentices were surveyed. The overall lower response rate for women apprentices 41.4% female versus 52.1% male) resulted from a low response rate from the large group of Hairstylist apprentices. There were, however, over 400 Hairstylists surveyed, allowing for good representation for this trade. The response rate for women in industrial trades (excluding Hairstylists or Cooks) was relatively high at over 55%, a result of the priority surveyors gave to attempting to reach women in industrial trades. The response rate for female and male apprentices for each trade is presented in Table 8.2.1a.

Table 8.2.1a: Response Rate for Female and Male Apprentices by Trade

Trade	All Female Apprentices	Female Apprentices Surveyed	All Male Apprentices	Male Apprentices Surveyed
Automotive Service Technician	24	13	726	339
Boilermaker	1	0	10	3
Bricklayer	1	1	27	7
Carpenter	19	9	909	409
Construction Electrician	8	6	614	388
Cook	172	87	342	172
Hairstylist	1109	417	59	17
Heavy Duty Equipment Technician	2	2	368	192
Heavy Equipment Operator	25	15	915	483
Industrial Electrician	1	0	137	45
Industrial Instrument Mechanic	3	1	147	86
Industrial Mechanic (Millwright)	11	9	500	262
Machinist	2	1	91	58
Metal Fabricator (Fitter)	16	7	116	78
Mobile Crane Operator	4	1	168	84
Motor Vehicle Body Repairer (Metal & Paint)	5	3	164	80
Oil Burner Mechanic	2	1	73	33
Painter and Decorator	2	2	5	1
Plumber	4	2	120	68
Residential Electrician	1	1	11	6
Steamfitter/Pipefitter	6	3	318	198
Welder	42	23	1027	538
Total[1]	**1460**	**604**	**7281**	**3797**

[1] Total refers to all apprentices in survey (n=4401).

There are three trade categories with vastly different degrees of representation by female apprentices: Hairstylists, Cooks, and All Other Trades. As shown in Table 8.2.1b, females represent almost 95% of all Hairstylists and one-third of the Cook trade. However, there is only a small fraction of women in All Other Trades (industrial trades), making them a very under-represented group.

Table 8.2.1b: Number and Survey Response Rate of Female Apprentices in Newfoundland and Labrador by Trade Category

Trade Category	# Females	Total # Apprentices	% Females	# Female Respondents	Female Response Rate
Hairstylist	1109	1168	94.9	417	37.6
Cook	172	514	33.5	87	50.6
All Other Trades	179	7059	2.5	100	55.9
Total	**1460**	**8741**	**16.7**	**604**	**41.4**

8.2.2 Average Age of Female Apprentices

On average, female apprentices were about 1.3 years younger than male apprentices. This can be attributed to the younger apprentices in the female-dominated Hairstylist trade (Table 8.2.2).

Table 8.2.2: Average Age of Apprentices by Trade Category and Gender

Trade Category	N	Average Age
Hairstylist	**434**	**28.4**
Female	417	28.4
Male	17	26.7
Cook	**259**	**31.0**
Female	87	30.3
Male	172	31.3
All Other Trades	**3708**	**30.6**
Female	100	31.9
Male	3608	30.6
Total	**4401**	**30.4**
Female	604	29.3
Male	3797	30.6

8.2.3 Labour Market Status Prior to Registration

Overall, a lower percentage of female (42%) than male (55%) apprentices reported that they were employed immediately prior to their registration as apprentices (Table 8.2.3). This is particularly true of apprentices in the All Other Trades category where there was a 16 percentage point difference between the male and female employment rate while smaller differences were noted in the Hairstylist and Cook trade. Further to this, female apprentices reported a higher rate of unemployment than males.

A higher proportion of females (11%) than males (8%) entered apprenticeship directly out of high school, particularly those entering the Cook trade. While there was a similar percentage of males and females with post-secondary entering apprenticeship overall, 10% of females compared to 4% of males for All Other Trades categories reported entering the trade directly from post-secondary. Given the higher percentages of females entering apprenticeship directly out of high school and post-secondary education, it could be argued that more emphasis should be placed on marketing apprenticeship to females in these locations.

Table 8.2.3: Labour Market Status Immediately Prior to Registration as an Apprentice by Trade Category and Gender

Trade Category	Status Immediately Prior to Registration as an Apprentice															
	Employed		Unemployed		High School		Post-Secondary		Out of Labour Market		Seasonal		Other		Total	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Hairstylist	**185**	**42.6**	**165**	**38.0**	**49**	**11.3**	**13**	**3.0**	**20**	**4.6**	**0**	**0.0**	**2**	**0.5**	**434**	**100.0**
Female	177	42.4	159	38.1	47	11.3	13	3.1	19	4.6	0	0.0	2	0.5	417	100.0
Male	8	47.1	6	35.3	2	11.8	0	0.0	1	5.9	0	0.0	0	0.0	17	100.0
Cook	**129**	**49.8**	**81**	**31.3**	**26**	**10.0**	**16**	**6.2**	**5**	**1.9**	**0**	**0.0**	**2**	**0.8**	**259**	**100.0**
Female	41	47.1	22	25.3	14	16.1	6	6.9	3	3.4	0	0.0	1	1.1	87	100.0
Male	88	51.2	59	34.3	12	7.0	10	5.8	2	1.2	0	0.0	1	0.6	172	100.0
All Other	**2020**	**54.5**	**1193**	**32.2**	**275**	**7.4**	**150**	**4.0**	**39**	**1.1**	**20**	**0.5**	**11**	**0.3**	**3708**	**100.0**
Female	38	38.0	35	35.0	6	6.0	10	10.0	7	7.0	2	2.0	2	2.0	100	100.0
Male	1982	54.9	1158	32.1	269	7.5	140	3.9	32	0.9	18	0.5	9	0.2	3608	100.0
Total	**2334**	**53.0**	**1439**	**32.7**	**350**	**8.0**	**179**	**4.1**	**64**	**1.5**	**20**	**0.5**	**15**	**0.3**	**4401**	**100.0**
Female	256	42.4	216	35.8	67	11.1	29	4.8	29	4.8	2	0.3	5	0.8	604	100.0
Male	2078	54.7	1223	32.2	283	7.5	150	4.1	35	0.9	18	0.5	10	0.3	3797	100.0

A higher percentage of female (5%) than male (1%) apprentices also reported that they were out of the labour market prior to registration. This difference was accentuated for the All Other Trades category, with 7% of females and 1% of males out of the labour market.

8.2.4 Union Affiliation

A much lower percentage of female (10%) than male (32%) apprentices reported that they were affiliated with a trade union. This was influenced by two factors: the low percentage of apprentices in the female-dominated Hairstylist trade affiliated with a union; and, the higher percentage of male apprentices in the All Other Trades category affiliated with a union. However, within the trades, there was comparable representation of males and females in a union.

Union affiliation can have important implications for apprentices, especially female apprentices. Overall, a lower percentage of apprentices have difficulty finding employment (33% in union versus 37% not in union), a higher percentage of apprentices have logged on-the-job hours (83% in union versus 73% not in union) and have higher average hourly wages ($17.18 in union versus $11.97 not in union) if they are affiliated with a union versus if they are not.

Table 8.2.4a: Number of Female and Male Apprentices Affiliated with a Union by Trade

Trade	Females		Males		Total		
	Surveyed	In Union	Surveyed	In Union	Surveyed	In Union	% Union
Automotive Service Technician	13	0	339	43	352	43	12.2
Bricklayer	1	0	7	3	8	3	37.5
Carpenter	9	2	409	169	418	171	40.9
Construction Electrician	6	1	388	121	394	122	31.0
Cook	87	29	172	52	259	81	31.3
Hairstylist	417	16	17	0	434	16	3.7
Heavy Duty Equipment Technician	2	1	192	40	194	41	21.1
Heavy Equipment Operator	15	1	483	126	498	127	25.5
Industrial Instrument Mechanic	1	1	86	49	87	50	57.5
Industrial Mechanic (Millwright)	9	1	262	112	271	113	41.7
Machinist	1	0	58	17	59	17	28.8
Metal Fabricator (Fitter)	7	1	78	18	85	19	22.4
Mobile Crane Operator	1	0	84	39	85	39	45.9
Motor Vehicle Body Repairer (Metal & Paint)	3	0	80	16	83	16	19.3
Oil Burner Mechanic	1	0	33	6	34	6	17.6
Painter and Decorator	2	0	1	0	3	0	0.0
Plumber	2	1	68	22	70	23	32.9
Residential Electrician	1	0	6	1	7	1	14.3
Steamfitter/Pipefitter	3	1	198	95	201	96	47.8
Welder	23	5	538	125	561	130	23.2
All Trades[2]	**604**	**60**	**3797**	**1206**	**4401**	**1266**	**28.8**

[2] "All Trades" refers to all apprentices in survey (n=4401)

The average hourly wage for females and males in all three trade categories was higher for apprentices affiliated with a union than those who were not. The difference for female apprentices was substantial with those in a union commanding $13.00/hour compared to only $7.77 /hour for those not in a union. For female apprentices in the Cook and All Other Trades categories, a lower percentage of those affiliated with a union had difficulty finding employment (27%) than did those with no union affiliation (44%). Likewise, 82% of union-affiliated female apprentices in these two trade categories logged hours compared to only 57% of those not in a union. This was not the case for female Hairstylist apprentices, however, where 31% with union affiliation had difficulty finding employment compared to only 19% of apprentices not in a union. This same trend was found for logging hours - a higher percentage of non-union female Hairstylist apprentices had logged hours (74%) than did those in a union (50%).

In comparison wages for male apprentices in a union averaged $17.37/hour while wages for those not in a union averaged $12.86. Just over one-third (34%) of male apprentices in a union cited difficulty finding trade-related employment compared to 61% of those with no union affiliation. And finally, 84% of unionized male apprentices reported logging hours compared to 73% of those not in a union.

Table 8.2.4b: Union Membership of Apprentices by Trade Category and Gender

Trade Category	Union Membership							
	Yes		No		Unknown		Total	
	N	%	N	%	N	%	N	%
Hairstylist	**16**	**3.7**	**418**	**96.3**	**0**	**0.0**	**434**	**100.0**
Female	16	3.8	401	96.2	0	0.0	417	100.0
Male	0	0.0	17	100.0	0	0.0	17	100.0
Cook	**81**	**31.3**	**175**	**67.6**	**3**	**1.2**	**259**	**100.0**
Female	29	33.3	57	65.5	1	1.1	87	100.0
Male	52	30.2	118	68.6	2	1.2	172	100.0
All Other Trades	**1169**	**31.5**	**2518**	**67.9**	**21**	**0.6**	**3708**	**100.0**
Female	15	15.0	84	84.0	1	1.0	100	100.0
Male	1154	32.0	2434	67.5	20	0.6	3608	100.0
Total	**1266**	**28.8**	**3111**	**70.7**	**24**	**0.5**	**4401**	**100.0**
Female	60	9.9	542	89.7	2	0.3	604	100.0
Male	1206	31.8	2569	67.7	22	0.6	3797	100.0

At 38%, the Newfoundland and Labrador Association of Public and Private Employees (NAPE) was the most commonly reported union affiliation for females. In the industrial trades, a number of unions including the United Brotherhood of Carpenters and Joiners of America (UBC) (17%) and the International Brotherhood of Electrical Workers (IBEW) (16%), are predominant.

8.2.5 Factors Which Influenced the Decision to Register as Apprentices

An interest in the trade reportedly prompted high percentages of both males (94%) and females (96%) to register as apprentices. Other factors which were equally influential for both cohorts included family encouragement and the cost of the training program. However, there were marked differences in the responses of males and females with respect to the influence of employment opportunities and sponsorship from HRSD. In fact, 47% of males indicated that HRSD funding was a driving force compared to just 31% of females. Likewise, 87% of male apprentices cited employment opportunities as influential compared to 75% of females.

8.2.6 Sources of Information and Prior Knowledge of Apprenticeship Opportunities

Overall, there was little difference noted between males and females in where they found out about apprenticeship. Both cited friends, family and their respective college as primary sources. However, prior to registration, females were less knowledgeable than their male counterparts about the job opportunities available to them in their chosen trade. This was particularly true for those entering the Hairstylist program where 53% of males were very knowledgeable about potential job opportunities compared to only 38% of females. Similarly, 39% of males entering All Other Trades indicated they were very knowledgeable compared to 28% of females.

8.2.7 Funding for Trade Training for Female Apprentices

All apprentices were asked to identify their main source of funding for their trade-related training. Overwhelmingly, the most frequently cited source of funding for apprentices (53%) was HRSD. At 29%, the next most common response was government student loans.

When source of funding was examined along gender lines, a striking difference was noted. While 57% of male apprentices cited HRSD as their main source of funding for their training, only 33% of female apprentices made this claim. Furthermore, only 25% of male apprentices cited government student loans as their main source of funding, whereas 52% of female apprentices relied on government student loans to fund their training.

Regardless of trade category, males reported consistently higher usage of HRSD funding than females while females reported higher rates of government student loans usage than males (Table 8.2.7a). However, it is important to note that females and males have more similar source of funding patterns *within* each of the three trade categories than compared to the overall patterns for source of funding between females and males. That is, regardless of gender, Hairstylist apprentices reported lower levels of HRSD funding and higher levels of student loan usage than did apprentices in the other trade categories; Cooks reported a more even split between HRSD and student loans; and the All Other Trades category reported higher levels of HRSD funding and lower levels of student loan usage. Therefore, while males received higher levels of HRSD funding, the largest differences between the main source of funding for various trades seems to be accounted for by different funding allocations for the trades themselves with males dominating the trades with higher HRSD funding.

Table 8.2.7a: Main Source of Funding for Training by Trade Category and Gender

Trade Category	Main Source of Funding							
	HRSD		Government Student Loans		Other		Total	
	N	%	N	%	N	%	N	%
Hairstylist	**113**	**26.1**	**255**	**58.9**	**65**	**15.0**	**433**	**100.0**
Female	108	26.0	246	59.1	62	14.9	416	100.0
Male	5	29.4	9	52.9	3	17.6	17	100.0
Cook	**120**	**46.7**	**100**	**38.9**	**37**	**14.4**	**257**	**100.0**
Female	37	42.5	38	43.7	12	13.8	87	100.0
Male	83	48.8	62	36.5	25	14.7	170	100.0
All Other Trades	**2061**	**57.0**	**898**	**24.8**	**658**	**18.2**	**3617**	**100.0**
Female	55	55.6	28	28.3	16	16.2	99	100.0
Male	2006	57.0	870	24.7	642	18.2	3518	100.0
Total	**2294**	**53.3**	**1253**	**29.1**	**760**	**17.6**	**4307**	**100.0**
Female	200	33.2	312	51.8	90	15.0	602	100.0
Male	2094	56.5	941	25.4	670	18.1	3705	100.0

As stated in Section 8.2.6, sources of information on apprenticeship appear to be dependant on apprentices' funding source. For apprentices who received information from HRSD, 81% also reported HRSD as their main source of funding, compared to only 46% of apprentices who did not receive information about apprenticeship from HRSD. Simply put, apprentices who reported that they received information from HRSD were more likely to have reported that HRSD was their main source of funding. Across gender, a pronounced difference is noted, as is shown in Table 8.2.7b.

A comparable percentage of females (78%) and males (82%) who receive information from HRSD also report HRSD as their main source of funding for their apprenticeship. However, there is a large difference in the percentage of females (24%) and males (49%) who receive HRSD funding when they did not cite HRSD as a source of information about apprenticeship.

Table 8.2.7b: HRSD Main Source of Funding versus Information Regarding Apprenticeship from HRSD by Gender

Source of Information	Main Source of Funding							
	HRSD		Other than HRSD		Unknown		Total	
	N	%	N	%	N	%	N	%
HRSD	**747**	**81.4**	**161**	**17.5**	**10**	**1.1**	**918**	**100.0**
Female	81	77.9	23	22.1	0	0.0	104	100.0
Male	666	81.8	138	17.0	10	1.2	814	100.0
Other than HRSD	**1545**	**45.7**	**1818**	**53.7**	**21**	**0.6**	**3384**	**100.0**
Female	119	23.9	378	75.9	1	0.2	498	100.0
Male	1426	49.4	1440	49.9	20	0.7	2886	100.0
Unknown	**2**	**40.0**	**2**	**40.0**	**1**	**20.0**	**5**	**100.0**
Female	0	0.0	0	0.0	0	0.0	0	100.0
Male	2	40.0	2	40.0	1	20.0	5	100.0
Total	**2294**	**53.3**	**1981**	**46.0**	**32**	**0.7**	**4307**	**100.0**
Female	200	33.2	401	66.6	1	0.2	602	100.0
Male	2094	56.5	1580	42.6	31	0.8	3705	100.0

Another possible contributor is the labour market status of apprentices prior to registration. A higher percentage of male apprentices (55%) reported they were employed immediately prior to their registration than did females (42%). Furthermore, a higher percentage of men than women indicated that this employment was in the trade for which they were now engaged in apprenticeship (27% compared to 18%, respectively). And finally, a lower percentage of both employed (18%) and unemployed (19%) female apprentices indicated they had received information from HRSD compared to 21% of employed and 26% of unemployed male apprentices. Taken together, females' poorer labour market attachment prior to their registration may have influenced their eligibility for and awareness of HRSD funding.

While many of the differences in funding may be attributed to the trades themselves, the fact remains that women generally reported government student loans as their main source of funding for their apprenticeship training while men generally cited HRSD funding, which is generally not a loan but a grant. This finding is supported by the Follow-up Study of Newfoundland and Labrador Post-Secondary Graduates of 2000, which showed that government student loan usage was higher for female registered apprentice entry-level graduates (58%) than it was for males (37%). This was true for graduates of both the College of the North Atlantic and private colleges. Furthermore, the average loan amount reported by these graduates was $9231 for females and $8522 for males, a difference of $709. It is important to note that for this data (as was the case for the current study), the majority of female apprentices was in the Hairstylist trade. In either case, this difference in student loan usage has resulted in a higher proportion of female apprentices accumulating student debt.

In all, there are three issues affecting how female and male apprentices fund their training. First, the link with HRSD appears to be weaker for female than male apprentices. Second, labour market attachment prior to becoming apprentices is not as strong for females as it is for males. Finally, student loan usage for female apprentices is much greater than it is for males. Gender gaps such as these warrant further investigation.

8.3 TRAINING ISSUES

8.3.1 Entry-level Course Completion Rates For Female and Male Apprentices

Overall, male and female apprentices have similar high rates of entry-level training completion. However, as is shown in Table 8.3.1, there are differences found when examining completion rates across the three trade categories, with varying rates of female completion.

Table 8.3.1: Entry-level Completion Status by Trade Category and Gender

Trade Category	Entry-level Completion Status							
	Completed		Dropped		Other		Total	
	N	%	N	%	N	%	N	%
Hairstylist	**387**	**89.2**	**39**	**9.0**	**8**	**1.8**	**434**	**100.0**
Female	374	89.7	35	8.4	8	1.9	417	100.0
Male	13	76.5	4	23.5	0	0.0	17	100.0
Cook	**227**	**87.6**	**23**	**8.9**	**9**	**3.5**	**259**	**100.0**
Female	73	83.9	10	11.5	4	4.6	87	100.0
Male	154	89.5	13	7.6	5	2.9	172	100.0
All Other Trades	**3178**	**85.7**	**280**	**7.6**	**250**	**6.7**	**3708**	**100.0**
Female	82	82.0	13	13.0	5	5.0	100	100.0
Male	3096	85.8	267	7.4	245	6.8	3608	100.0
Total	**3792**	**86.2**	**342**	**7.8**	**267**	**6.1**	**4401**	**100.0**
Female	529	87.6	58	9.6	17	2.8	604	100.0
Male	3263	85.9	284	7.5	250	6.6	3797	100.0

Female entry-level completion rates are higher for Hairstylists and lower for the other trade categories. However, while these completion rates are somewhat lower than those reported by males, it is important to note that they are still relatively high (84% for Cooks and 82% for All Other Trades).

While there was no profound difference in the reasons given for dropping entry-level courses across trade categories, there was a noticeable difference in the reasons reported by women and men. Females who did not complete their courses cited family-related responsibilities (28%) as their main reason while 8% of males cited this as their reason. The most common reason given by males was that they started a job (23%). Female apprentices also cited a loss of interest in the trade (17%) and poor instructors/instruction (10%) as common reasons.

8.3.2 Instructional Methodology for Female and Male Apprentices

As shown in Table 8.3.2, women are more likely than men to have received their instruction for trade training courses through lecture-based instruction than self-paced instruction. This can be attributed to the high rate of lecture-based instruction to females in the Hairstylist and All Other Trades categories. This trend is reversed for Cook apprentices.

Table 8.3.2: Method of Instruction by Trade Category and Gender

Trade Category	Method of Instruction							
	Lecture-Based		Self-Paced		Other		Total[1]	
	N	%	N	%	N	%	N	%
Hairstylist	**295**	**68.1**	**94**	**21.7**	**44**	**10.2**	**433**	**100.0**
Female	285	68.5	91	21.9	40	9.6	416	100.0
Male	10	58.8	3	17.6	4	23.5	17	100.0
Cook	**118**	**45.9**	**104**	**40.5**	**35**	**13.6**	**257**	**100.0**
Female	34	39.1	45	51.7	8	9.2	87	100.0
Male	84	49.4	59	34.7	27	15.9	170	100.0
All Other Trades	**2035**	**56.3**	**1278**	**35.3**	**304**	**8.4**	**3617**	**100.0**
Female	65	65.7	26	26.3	8	8.1	99	100.0
Male	1970	56.0	1252	35.6	296	8.4	3518	100.0
Total	**2448**	**56.8**	**1476**	**34.3**	**383**	**8.9**	**4307**	**100.0**
Female	384	63.8	162	26.9	56	9.3	602	100.0
Male	2064	55.7	1314	35.5	327	8.8	3705	100.0

[1] Total is 4307 due to 94 apprentices who had not yet started entry-level courses and were not asked this question.

8.4 ON-THE-JOB TRAINING ISSUES

8.4.1 Logging On-the-job Hours

Overall, 77% of male apprentices logged hours compared to 70% of females. This varied considerably when both gender and trade category were considered (Table 8.4.1)

Table 8.4.1: Logging On-the-job Hours by Trade Category and Gender

Trade Category	Logged On-the-job Hours							
	Yes		No		Unknown		Total	
	N	%	N	%	N	%	N	%
Hairstylist	**315**	**72.6**	**118**	**27.2**	**1**	**0.2**	**434**	**100.0**
Female	305	73.1	111	26.6	1	0.2	417	100.0
Male	10	58.8	7	41.2	0	0.0	17	100.0
Cook	**218**	**84.2**	**40**	**15.4**	**1**	**0.4**	**259**	**100.0**
Female	67	77.0	19	21.8	1	1.1	87	100.0
Male	151	87.8	21	12.2	0	0.0	172	100.0
All Other Trades	**2794**	**75.4**	**909**	**24.5**	**5**	**0.1**	**3708**	**100.0**
Female	50	50.0	50	50.0	0	0.0	100	100.0
Male	2744	76.1	859	23.8	5	0.1	3608	100.0
Total	**3327**	**75.6**	**1067**	**24.2**	**7**	**0.2**	**4401**	**100.0**
Female	422	69.9	180	29.8	2	0.3	604	100.0
Male	2905	76.5	887	23.4	5	0.1	3797	100.0

A higher percentage of female hairstylists logged on-the-job hours. For the other trade categories females were less likely to have logged hours than males. This was especially true for the all Other Trades category where only half of female apprentices logged hours compared to 76% of males.

8.4.2 Where Female Apprentices Logged On-the-job Hours

Female apprentices were more likely than their male counterparts to have logged their on-the-job hours within Newfoundland and Labrador (Table 8.4.2). This trend is most pronounced in the All Other Trades category, where 92% of female apprentices logged at least some of their hours within the province compared to roughly 85% of male apprentices. Conversely, only about 14% of females in the All Other Trades category logged some hours outside the province compared to 33% of males. As a trade category, the predominantly female Hairstylist apprentices were more likely to remain in the province to log their hours than the other trade categories (88%).

Table 8.4.2: Where On-the-job Hours Were Logged by Trade Category and Gender

Trade Category	Where On-the-job Hours Were Logged							
	Newfoundland & Labrador Only		Outside Newfoundland & Labrador Only		Both Within and Outside Newfoundland &		Total	
	N	%	N	%	N	%	N	%
Hairstylist	**276**	**87.6**	**10**	**3.2**	**29**	**9.2**	**315**	**100.0**
Female	267	87.5	10	3.3	28	9.2	305	100.0
Male	9	90.0	0	0.0	1	10.0	10	100.0
Cook	**165**	**75.7**	**14**	**6.4**	**39**	**17.9**	**218**	**100.0**
Female	53	79.1	6	9.0	8	11.9	67	100.0
Male	112	74.2	8	5.3	31	20.5	151	100.0
All Other	**1869**	**66.9**	**407**	**14.6**	**517**	**18.5**	**2794**	**100.0**
Female	43	86.0	4	8.0	3	6.0	50	100.0
Male	1826	66.5	403	14.7	514	18.7	2744[1]	100.0
Total	**2310**	**69.4**	**431**	**13.0**	**585**	**17.6**	**3327**	**100.0**
Female	363	86.0	20	4.7	39	9.2	422	100.0
Male	1947	67.0	411	14.1	546	18.8	2905	100.0

[1] The response for 1 All Other Trades male apprentice was unknown.

For both males and female apprentices, Alberta (40%), Ontario (37%), Nova Scotia (19%) and the Territories (Yukon, Northwest Territories, Nunavut) (6%) were the most commonly reported places where apprentices logged hours outside of this province. However, twice the rate of female apprentices (10%) reported logging hours in the northern territories than did male apprentices (5%).

Allowing for multiple responses, female apprentices most commonly cited "Better opportunities outside Newfoundland and Labrador (34%)" and "Not being able to find a job in their trade in the Province (32%)" as their reasons for leaving the Province to log hours. For male apprentices, 69% indicated that they left the Province because they couldn't find a job in their trade while 35% pointed to better opportunities elsewhere.

As shown in Tables 8.4.1 and 8.4.2, for trade categories other than Hairstylist, a lower percentage of female apprentices reported logging on-the-job hours in their trade and logging some or all of their hours out of the province. Clearly, for trade categories other than Hairstylist, there is a correlation between apprentices' willingness to work outside the province and their greater likelihood of logging hours in their trade.

In contrast, for the predominantly female Hairstylist trade, a reasonably high percentage (72% compared to 76% for the other trades) have logged on-the-job hours in their trade despite a relatively low percentage (12% compared to 32% for the other trades) having left the province to log at least some of their hours.

8.5 FINDING TRADE-RELATED EMPLOYMENT

8.5.1 Apprentices' Difficulty Finding Trade-related Employment

When viewing the overall statistics, it would appear that female apprentices (64%) were less likely to encounter difficulty in finding trade-related employment than males (56%). However, this is misleading. In both the Hairstylist and All Other Trades category, a greater percentage of female apprentices indicated they had not readily found trade-related employment. Noteworthy is the substantial discrepancy in the All Other Trades category: 57% of women in that trade category indicated they had difficulty finding a job compared with only 39% of men.

Table 8.5.1: Difficulty Finding Trade-related Employment by Trade Category and Gender

Trade Category	Difficulty Finding Trade-related employment							
	Yes		No		Not Applicable/		Total	
	N	%	N	%	N	%	N	%
Hairstylist	**84**	**19.4**	**306**	**70.5**	**44**	**10.1**	**434**	**100.0**
Female	81	19.4	296	71.0	40	9.6	417	100.0
Male	3	17.6	10	58.8	4	23.5	17	100.0
Cook	**58**	**22.4**	**183**	**70.7**	**18**	**6.9**	**259**	**100.0**
Female	17	19.5	66	75.9	4	4.6	87	100.0
Male	41	23.8	117	68.0	14	8.1	172	100.0
All Other Trades	**1451**	**39.1**	**2036**	**54.9**	**221**	**6.0**	**3708**	**100.0**
Female	57	57.0	27	27.0	16	16.0	100	100.0
Male	1394	38.6	2009	55.7	205	5.7	3608	100.0
Total	**1593**	**36.2**	**2525**	**57.4**	**283**	**6.4**	**4401**	**100.0**
Female	155	25.7	389	64.4	60	9.9	604	100.0
Male	1438	37.9	2136	56.3	223	5.9	3797	100.0

For the apprentices who indicated they had difficulty finding trade-related employment, both females (75%) and males (72%) cited their main reason as lack of jobs or job opportunities. However, females cited gender discrimination (10%) as the second most commonly cited reason while males reported their lack of experience or certification (26%) and being unable to get into a union (12%) as major factors.

The differences in the reasons reported by females and males were apparent in all three trade categories, with one notable exception. Not being able to get into a union was more commonly cited as a reason by females in the All Other Trades category (11%) more so than female Hairstylists (3%) and Cooks (6%). This is not surprising given that apprentices in the All Other Trades category are more likely to be affiliated with unions than would Hairstylists and Cooks (see Table 8.2.4).

8.6 RESEARCHING JOBS AND WILLINGNESS TO MOVE OUTSIDE LOCAL AREA

8.6.1 Researching Jobs Outside Local Area

Apprentices who indicated that they had difficulty finding trade-related employment were asked if they researched jobs outside of their local area in Newfoundland and Labrador and out of the Province. Overall, a higher percentage of male apprentices (76%) than females (57%) had researched jobs outside their local area. For trades other than Hairstylists, both female and male apprentices reported similar rates of having researched jobs in other areas of Newfoundland and Labrador (outside of their local area) as well as in other provinces, as is shown in Table 8.6.1a.

Table 8.6.1a: Researched Jobs Outside Local Area by Trade Category and Gender

Trade Category	Researched Jobs Outside Local Area			
	Within the Province		Outside the Province	
	N	%	N	%
Hairstylist	**34**	**40.5**	**29**	**34.5**
Female	33	40.7	28	34.6
Male	1	33.3	1	33.3
Cook	**44**	**75.9**	**37**	**63.8**
Female	13	76.5	10	58.8
Male	31	75.6	27	65.9
All Other Trades	**1106**	**76.2**	**1098**	**75.7**
Female	43	75.4	42	73.7
Male	1063	76.3	1056	75.8
Total	**1184**	**74.3**	**1164**	**73.1**
Female	89	57.4	80	51.6
Male	1095	76.1	1084	75.4

Hairstylists reported lower rates of having researched jobs outside of their local area within the Province (41%) compared to all the other trades combined (76%). Given that most Hairstylists are female, the low rate reported lowers the total percentage of female apprentices reporting having researched jobs outside their local area to 57% compared to 76% for males. This tendency is repeated for jobs researched outside the Province. Overall 75% of males indicated they had researched jobs outside the Province compared to 52% of females. And, while Hairstylist apprentices remain the least likely group to research jobs outside the province, this is equally true for males and females. Unlike Hairstylists, female Cook apprentices (59%) are less likely to research jobs outside the province than their male counterparts (66%).

These findings are perhaps well understood when examining where apprentices logged their on-the-job hours, as was shown in Table 8.4.2. Females, who dominate the Hairstylist trade, reported lower rates of having logged hours outside their local area than did males. Similarly, Hairstylist apprentices reported lower rates of having researched jobs outside their local area than other trades. This follows from the findings in sections 8.4.1 and 8.4.2 where Hairstylist apprentices were highly successful in finding on-the-job experience within Newfoundland and Labrador.

8.6.2 Willingness to Work in Other Parts of Newfoundland and Labrador and Outside the Province

Apprentices who reported difficulty finding trade-related employment were also asked if they were willing to work in other parts of the province, or outside the province. Overall, female apprentices were much more reluctant to move outside their local area than males.

Table 8.6.2: Willingness to Move Outside Local Area in Newfoundland and Labrador by Trade Category and Gender

Trade Category		Willing to Move Outside Local Area			
		Within the Province		Outside the Province	
		N	%	N	%
Hairstylist		**34**	**40.5**	**35**	**41.7**
	Female	33	40.7	34	42.0
	Male	1	33.3	1	33.3
Cook		**40**	**69.0**	**39**	**67.2**
	Female	12	70.6	11	64.7
	Male	28	68.3	28	68.3
All Other Trades		**1113**	**76.7**	**1062**	**73.2**
	Female	39	68.4	34	59.6
	Male	1074	77.0	1028	73.7
Total		**1187**	**74.5**	**1136**	**71.3**
	Female	84	54.2	79	51.0
	Male	1103	76.7	1057	73.5

The results mirrored those of apprentices' researching jobs outside their local area. This again is influenced by the predominance of female hairstylists. Since female Hairstylist and Cook Apprentices have logged on-the-job hours in high percentages within the province (see Tables 6.4.1 and 6.4.2), it does not appear to be a concern.

However, of more serious concern are female apprentices in the All Other Trades category who reported much lower rates of willingness to move outside the province than did male apprentices (60% of females compared to 74% of males). Given that 57% of females in the All Other Trades category indicated difficulty in finding trade-related employment and the demand for skilled workers in this trade category across Canada, this lack of willingness, or perhaps ability, to move outside of Newfoundland and Labrador is a barrier to logging on-the-job hours in their trade.

8.7 FURTHER TRAINING

8.7.1 Pursuing Further Training

Overall, 26% of apprentices pursued further education or training, with no overall difference between females and males. Hairstylist apprentices, which are predominately female, reported higher levels of pursuing further training than the other trade categories (Table 8.7.1).

Table 8.7.1: Apprentices Who Reported Pursuing Further Education or Training by Trade Category and Gender

Trade Category	Pursued Further Education or Training[1]							
	Yes		No		Uncertain		Total	
	N	%	N	%	N	%	N	%
Hairstylist	**127**	**29.3**	**305**	**70.3**	**2**	**0.5**	**434**	**100.0**
Female	120	28.8	295	70.7	2	0.5	417	100.0
Male	7	41.2	10	58.8	0	0.0	34	100.0
Cook	**56**	**21.6**	**201**	**77.6**	**2**	**0.8**	**259**	**100.0**
Female	17	19.5	70	80.5	0	0.0	87	100.0
Male	39	22.7	131	76.2	2	1.2	172	100.0
All Other Trades	**965**	**26.0**	**2725**	**73.5**	**18**	**0.5**	**3708**	**100.0**
Female	22	22.0	77	77.0	1	1.0	100	100.0
Male	943	26.1	2648	73.4	17	0.5	3608	100.0
Total	**1148**	**26.1**	**3231**	**73.4**	**22**	**0.5**	**4401**	**100.0**
Female	159	26.3	442	73.2	3	0.5	604	100.0
Male	989	26.0	2789	73.5	19	0.5	3797	100.0

[1] Includes 1019 apprentices who reported having pursued further education or training, as well as an additional 129 apprentices who reported that they did not pursue further education or training, but did report that they were currently enrolled in an education or training program

For female apprentices who reported they had pursued further training, 48% attended on a full-time basis while 43% attended part-time. In comparison, 62% of male apprentices had attended full-time and 26% attended part-time.

8.7.2 Institution Attended by Apprentices Who Pursued Further Training

Table 8.7.2 details which institutions apprentices attended for their further education or training. The most commonly reported institution attended was the College of the North Atlantic (47%), followed by private colleges in the province (21%) and training through their employer (9%).

Table 8.7.2: Institution or Training Location Where Apprentices Pursued Further Education or Training by Trade Category and Gender

Trade Category	Institution or Training Location													
	CNA		Marine Institute		Private College in NL		Outside NL		Employer		Other/ Unknown		Total	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Hairstylist	**8**	**6.3**	**1**	**0.8**	**36**	**28.3**	**5**	**3.9**	**40**	**31.5**	**37**	**29.1**	**127**	**100.0**
Female	8	6.7	1	0.8	34	28.3	4	3.3	38	31.7	35	29.2	120	100.0
Male	0	0.0	0	0.0	2	28.6	1	14.3	2	28.6	2	28.6	7	100.0
Cook	**36**	**64.3**	**4**	**7.1**	**3**	**5.4**	**6**	**10.7**	**4**	**7.1**	**3**	**5.4**	**56**	**100.0**
Female	9	52.9	1	5.9	0	0.0	3	17.6	2	11.8	2	11.8	17	100.0
Male	27	69.2	3	7.7	3	7.7	3	7.7	2	5.1	1	2.6	39	100.0
All Other Trades	**498**	**51.6**	**28**	**2.9**	**202**	**20.9**	**63**	**6.5**	**56**	**5.8**	**118**	**12.2**	**965**	**100.0**
Female	10	45.5	1	4.5	4	18.2	0	0.0	0	0.0	7	31.8	22	100.0
Male	488	51.7	27	2.9	198	21.0	63	6.7	56	5.9	111	11.8	943	100.0
Total	**542**	**47.2**	**33**	**2.9**	**241**	**21.0**	**74**	**6.4**	**100**	**8.7**	**158**	**13.8**	**1148**	**100.0**
Female	27	17.0	3	1.9	38	23.9	7	4.4	40	25.2	44	27.7	159	100.0
Male	515	52.1	30	3.0	203	20.5	67	6.8	60	6.1	114	11.5	989	100.0

A higher percentage of female apprentices reported that they obtained further training through their employer (25%) compared to male apprentices (6%). Accordingly, a lower percentage of female apprentices reported that they attended CNA for their further education or training (17%) compared to male apprentices (52%). These differences are largely attributed to the high percentage of female Hairstylists who obtained further education from their employer, and the low percentage of Hairstylists who attended CNA.

8.7.3 Relationship of Further Training to Trade

Male apprentices in both the Cooks and the All Other Trades categories were more likely to have pursued additional training that was directly related to their trade than were female apprentices in those trade categories (Table 8.7.3). It is noteworthy that a high percentage of females in the All Other Trades and Cooks categories (41% and 29% respectively) who pursued additional training studied something unrelated to their trade.

Table 8.7.3: **Relationship of Further Education or Training to their Trade by Trade Category and Gender**

Trade Category	Relationship to Trade									
	Directly Related		Indirectly Related		Not at All Related		Unknown		Total	
	N	%	N	%	N	%	N	%	N	%
Hairstylist	**74**	**58.3**	**8**	**6.3**	**35**	**27.6**	**10**	**7.9**	**127**	**100.0**
Female	70	58.3	6	5.0	34	28.3	10	8.3	120	100.0
Male	4	57.1	2	28.6	1	14.3	0	0.0	7	100.0
Cook	**40**	**71.4**	**3**	**5.4**	**11**	**19.6**	**2**	**3.6**	**56**	**100.0**
Female	10	58.8	1	5.9	5	29.4	1	5.9	17	100.0
Male	30	76.9	2	5.1	6	15.4	1	2.6	39	100.0
All Other Trades	**560**	**58.0**	**122**	**12.6**	**164**	**17.0**	**119**	**12.3**	**965**	**100.0**
Female	6	27.3	3	13.6	9	40.9	4	18.2	22	100.0
Male	554	58.7	119	12.6	155	16.4	115	12.2	943	100.0
Total	**674**	**58.7**	**133**	**11.6**	**210**	**18.3**	**131**	**11.4**	**1148**	**100.0**
Female	86	54.1	10	6.3	48	30.2	15	9.4	159	100.0
Male	588	59.5	123	12.4	162	16.4	116	11.7	989	100.0

8.7.4 Why Apprentices Chose to Pursue Further Training

A higher proportion of males (45%) than females (11%) reported that they pursued further training because it was required for their apprenticeship. Additionally, a higher percentage of females (78%) than males (57%) cited personal interest as the main reason they pursued further training and this might explain the high percentage of female apprentices pursuing studies unrelated to their trade. Furthermore, almost half (47%) of females who pursued further training indicated they wanted to explore other career opportunities. Given the overall small numbers of females apprenticing in the trades to begin with, any potential attrition of females is a matter of great concern.

The main reasons expressed by both male and female apprentices for not pursuing further training were that it was not needed for employment or that they had no money to pursue further training. However, females were more likely to report family responsibilities as a primary reason for not pursuing additional training while males did not rate this as one of their top five reasons.

8.8 WRITING THE JOURNEYPERSON EXAMINATION

8.8.1 Intent to Write Journeyperson Examination

Of the 3327 apprentices who logged on-the-job hours, 2711 or 82% indicated they intended to write the journeyperson examination. There is, however, a considerable discrepancy between females and males, as is shown in Table 8.8.1.

Table 8.8.1: Intent to Write the Journeyperson Examination by Trade Category and Gender

Trade Category	Intent to Write Journeyperson's Examination							
	Yes		No		Unsure		Total[1]	
	N	%	N	%	N	%	N	%
Hairstylist	**185**	**58.7**	**88**	**27.9**	**42**	**13.3**	**315**	**100.0**
Female	179	58.7	85	27.9	41	13.4	305	100.0
Male	6	60.0	3	30.0	1	10.0	10	100.0
Cook	**155**	**71.1**	**44**	**20.0**	**19**	**8.7**	**218**	**100.0**
Female	50	74.6	10	14.9	7	10.5	67	100.0
Male	105	69.5	34	22.5	12	7.9	151	100.0
All Other Trades	**2371**	**84.9**	**311**	**11.1**	**112**	**4.0**	**2794**	**100.0**
Female	35	70.0	14	28.0	1	2.0	50	100.0
Male	2336	85.1	297	10.8	111	4.0	2744	100.0
Total	**2711**	**81.5**	**443**	**13.3**	**173**	**5.2**	**3327**	**100.0**
Female	264	62.6	109	25.8	49	11.6	422	100.0
Male	2447	84.2	334	11.5	124	4.3	2905	100.0

[1] Total is 3327 since only apprentices who reported logging on-the-job hours answered this question

Overall, female apprentices expressed less intention to write the journeyperson examination than their male counterparts. However, Hairstylist apprentices generally have lower rates of intention to write the journeyperson examination, regardless of gender. Since the Hairstylist trade is predominantly female, the low rate lowers the overall percentage of women who intend to write the journeyperson examination. The difference is most pronounced for the All Other Trades category, where 28% of female apprentices indicated they did not intend to write the examination for their trade compared to 11% of males. It is interesting to note that female Cook apprentices actually have a higher rate of intention to write the examination (75%) than male apprentices (70%).

Loss of interest or dissatisfaction with their choice of trade, difficulty in finding trade-related employment or finding employment outside their trade were all reasons cited by both male and female apprentices for not intending to write the journeyperson examination. However, a higher percentage of women (28%) than men (15%) indicated personal or family reasons as to why they did not intend to write the journeyperson examination. This is most notable in the Hairstylist program where 25% of female apprentices reported personal or family reasons would prevent them from writing the examination.

8.9 CURRENT STATUS

8.9.1 Activities of Female Apprentices at the Time of Survey

Overall, a similar percentage of female and male apprentices reported that they were employed full-time (30 hours per week or more) at the time they were surveyed. However, for Cook and, more particularly, the All Other Trades apprentices, a lower percentage of females reported full-time employment (Table 8.9.1).

Table 8.9.1: Current Labour Market Status of Apprentices by Trade Category and Gender

Trade Category	Current Status															
	Employed Full-time		Employed Part-time		Seasonal		Unemployed		Enrolled in Education		Out of Labour		Other/ Unknown		Total	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Hairstylist	**218**	**50.2**	**52**	**12.0**	**1**	**0.2**	**108**	**24.9**	**29**	**6.7**	**26**	**6.0**	**0**	**0.0**	**434**	**100.0**
Female	210	50.4	51	12.2	1	0.2	102	24.5	27	6.5	26	6.2	0	0.0	417	100.0
Male	8	47.1	1	5.9	0	0.0	6	35.3	2	11.8	0	0.0	0	0.0	17	100.0
Cook	**128**	**49.4**	**35**	**13.5**	**12**	**4.6**	**61**	**23.6**	**16**	**6.2**	**6**	**2.3**	**1**	**0.4**	**259**	**100.0**
Female	37	42.5	16	18.4	6	6.9	18	20.7	7	8.0	2	2.3	1	1.1	87	100.0
Male	91	52.9	19	11.0	6	3.5	43	25.0	9	5.2	4	2.3	0	0.0	172	100.0
All Other	**1824**	**49.2**	**99**	**2.7**	**187**	**5.0**	**1292**	**34.8**	**253**	**6.8**	**47**	**1.3**	**6**	**0.2**	**3708**	**100.0**
Female	30	30.0	15	15.0	6	6.0	36	36.0	6	6.0	6	6.0	1	1.0	100	100.0
Male	1794	49.7	84	2.3	181	5.0	1256	34.8	247	6.8	41	1.1	5	0.1	3608	100.0
Total	**2170**	**49.3**	**186**	**4.2**	**200**	**4.5**	**1461**	**33.2**	**298**	**6.8**	**79**	**1.8**	**7**	**0.2**	**4401**	**100.0**
Female	277	45.9	82	13.6	13	2.2	156	25.8	40	6.6	34	5.6	2	0.3	604	100.0
Male	1893	49.9	104	2.7	187	4.9	1305	34.4	258	6.8	45	1.2	5	0.1	3797	100.0

In all three trade categories, a higher percentage of female apprentices reported that they were employed part-time. Unemployment was reported by a lower percentage of female (26%) than male (34%) apprentices due largely to the low percentage of female Hairstylist apprentices who reported being unemployed (25%). And, while a small percentage of apprentices reported being out of the labour market at the time they were surveyed, a higher percentage of female (6%) than male (1%) apprentices indicated that this described their current situation.

8.9.2 Relationship of Employment to Trade Training

For those apprentices who reported that they were employed full-time at the time they were surveyed, for the All Other Trades category, a much smaller percentage of females (20%) than males (52%) reported being employed as an apprentice in their trade in which they received training (Table 8.9.2).

Table 8.9.2: **Relationship of Current Full-time Employment to Trade Training by Trade Category and Gender**

Trade Category	Relationship of Current Employment to Trade Training											
	Apprentice in Trade		Directly Related, but Not as Apprentice		Indirectly Related		Not at all Related		Other/ Unknown		Total	
	N	%	N	%	N	%	N	%	N	%	N	%
Hairstylist	**128**	**58.7**	**21**	**9.6**	**0**	**0.0**	**66**	**30.3**	**3**	**1.4**	**218**	**100.0**
Female	125	59.5	20	9.5	0	0.0	64	30.5	1	0.5	210	100.0
Male	3	37.5	1	12.5	0	0.0	2	25.0	2	25.0	8	100.0
Cook	**77**	**60.2**	**17**	**13.3**	**7**	**5.5**	**26**	**20.3**	**1**	**0.8**	**128**	**100.0**
Female	20	54.1	8	21.6	0	0.0	9	24.3	0	0.0	37	100.0
Male	57	62.6	9	9.9	7	7.7	17	18.7	1	1.1	91	100.0
All Other Trades	**935**	**51.3**	**221**	**12.1**	**177**	**9.7**	**469**	**25.7**	**22**	**1.2**	**1824**	**100.0**
Female	6	20.0	6	20.0	1	3.3	17	56.7	0	0.0	30	100.0
Male	929	51.8	215	12.0	176	9.8	452	25.2	22	1.2	1794	100.0
Total	**1140**	**52.5**	**259**	**11.9**	**184**	**8.5**	**561**	**25.9**	**26**	**1.2**	**2170**	**100.0**
Female	151	54.5	34	12.3	1	0.4	90	32.5	1	0.4	277	100.0
Male	989	52.2	225	11.9	183	9.7	471	24.9	25	1.3	1893	100.0

Female Hairstylist apprentices were the most successful in finding full-time training-related employment in their trade. In contrast, the majority of the females in the All Other Trades category (57%) reported that their full-time employment was not at all related to the trade in which they received training while a relatively high percentage of female Cooks (24%) and Hairstylist (31%) apprentices also reported non training-related employment.

8.9.3 Hours Per Week of Paid Full-time Employment

Overall, female apprentices worked on average less than 40 hours per week in full-time employment, regardless of whether the work was related to their training. (Table 8.9.3). Furthermore, female apprentices reported that they worked on average about 7 hours per week less than their male counterparts. While true for all categories, the largest difference was found in the Hairstylist trade, where female apprentices worked on average 13 hours per week less than males.

For those working in their trade, females still worked on average fewer hours per week than males, but the difference was reduced to 6.2 hours. Also, female Cook and All Other Trades apprentices worked slightly more than 40 hours per week.

Table 8.9.3: Average Hours per Week Worked in Paid Full-time Employment by Relationship to Trade and Trade Category and Gender

Trade Category	Relationship of Full-time Employment to Trade Training											
	Apprentice in Trade		Directly Related, but Not as Apprentice		Indirectly Related		Not at all Related		Other/ Unknown		Total[1]	
	N	Avg. Hours	N	Avg. Hours	N	Avg. Hours	N	Avg. Hours	N	Avg. Hours	N	Avg. Hours
Hairstylist	**128**	**39.2**	**21**	**39.1**	**0**	**N/A**	**66**	**39.3**	**1**	**70.0**	**216**	**39.4**
Female	125	39.0	20	39.0	0	N/A	64	38.5	1	70.0	210	39.0
Male	3	47.7	1	40.0	0	N/A	2	65.0	0	N/A	6	52.2
Cook	**77**	**45.6**	**17**	**48.1**	**7**	**62.6**	**26**	**42.5**	**1**	**N/A**	**128**	**46.2**
Female	20	42.8	8	40.5	0	N/A	9	38.0	0	N/A	37	41.2
Male	57	46.6	9	54.8	7	62.6	17	44.7	1	N/A	91	48.3
All Other Trades	**935**	**45.8**	**221**	**46.9**	**177**	**48.3**	**469**	**46.7**	**5**	**57.0**	**1807**	**46.5**
Female	6	41.7	6	41.7	1	44.0	17	39.5	0	N/A	30	40.5
Male	929	45.8	215	47.1	176	48.4	452	47.0	5	57.0	1777	46.6
Total	**1140**	**45.1**	**259**	**46.4**	**184**	**48.9**	**561**	**45.6**	**7**	**59.1**	**2151**	**45.7**
Female	151	39.6	34	39.8	1	44.0	90	38.6	1	70.0	277	39.5
Male	989	45.9	225	47.4	183	48.9	471	47.0	6	56.9	1874	46.7

[1] Total is 2151 due to 19 invalid or unknown responses.

8.9.4 Average Hourly Wage for Female Apprentices in Paid Full-time Employment at the Time of Survey

As shown in Table 8.9.4., female apprentices earned lower hourly wages than men in all trade categories resulting in a $6 per hour gender gap for paid full-time employment. This difference is accentuated by relatively low wages for the female-dominated Hairstylist trade, and the relatively high wages for the male-dominated All Other Trades category.

These differences found in the current study are consistent with national data. According to HRSD (1997), when Canadian women's wages were calculated as a percentage of men's, Canada ranked 47th of 55 United Nations countries.

With the exception of Hairstylist apprentices, the gap between wages for males and females narrowed for those employed in their trade. In fact, female Cook apprentices actually earned slightly higher wages than males, and for female apprentices in the All Other Trades Category, the gap was narrowed to a difference of slightly less than $2 per hour.

The wage gap also narrowed when the higher wages for those employed outside of Newfoundland and Labrador were factored out. Otherwise, with male apprentices forming the majority of those who logged hours outside the Province, their higher wages skew the results. However, when wages are examined by gender, trade category and where hours were logged, female apprentices still earned lower wages than males. It would appear that for no apparent reason other than gender, most female apprentices surveyed for this study experienced wage discrimination.

Table 8.9.4: Average Hourly Wage from Paid Full-time Employment by Trade Category and Gender

Trade	Relationship of Full-time Employment to Trade Training											
	Apprentice in Trade		Directly Related, but Not as Apprentice		Indirectly Related		Not at all Related		Other/ Unknown		Total[1]	
	N	Avg. Wage ($)	N	Avg. Wage ($)	N	Avg. Wage ($)	N	Avg. Wage ($)	N	Avg. Wage ($)	N	Avg. Wage ($)
Hairstylist	**128**	**7.28**	**21**	**7.29**	**0**	**N/A**	**66**	**8.19**	**1**	**N/A**	**216**	**7.62**
Female	125	7.19	20	7.29	0	N/A	64	8.22	1	N/A	210	7.58
Male	3	14.00	1	N/A	0	N/A	2	7.00	0	N/A	6	10.50
Cook	**77**	**10.54**	**17**	**10.50**	**7**	**11.29**	**26**	**18.43**	**1**	**N/A**	**128**	**12.16**
Female	20	10.79	8	9.88	0	N/A	9	10.63	0	N/A	37	10.54
Male	57	10.44	9	11.13	7	11.29	17	22.60	1	N/A	91	12.86
All Other Trades	**935**	**14.54**	**221**	**17.47**	**177**	**16.34**	**469**	**12.65**	**5**	**17.00**	**1807**	**14.60**
Female	6	12.50	6	12.50	1	-	17	10.20	0	N/A	30	11.50
Male	929	14.55	215	17.58	176	16.31	452	12.75	5	17.00	1777	14.65
Total	**1140**	**13.69**	**259**	**16.28**	**184**	**16.11**	**561**	**12.43**	**7**	**17.00**	**2151**	**13.90**
Female	151	8.20	34	8.88	1	-	90	8.88	1	N/A	277	8.61
Male	989	14.32	225	17.30	183	16.08	471	13.12	6	17.00	1874	14.56

[1] Total is 2151 due to 19 invalid or unknown responses.

The average hourly wages and hours worked per week are considerably less for females than they are for males. While the size of this gap varied between trade categories, the gap was always present. When the predominately female Hairstylist trade is excluded, females worked on average 40.8 hours per week compared to 46.6 hours for males. Also, females averaged $10.96 per hour compared to $14.56 per hour for males. These fewer hours and reduced wages resulted in the average female apprentice earning about $448 per week for full-time work while the average male apprentice earned about $680 per week.

The gap that exists in the predominately female hairstylist trade is even greater. On average, female hairstylists work 39 hours per week compared to 52 hours per week for males. In addition, females earn $7.58 per hour while their male counterparts earn $10.50. This results in a gap in weekly wages of $295 for females and $546 for males.

8.9.5 Type of Employment Sought

For those apprentices who were unemployed, the majority of them were seeking employment as an apprentice in the trade in which they received training. However, the percentage was lower for females (35%) than males (57%). This difference is mainly due to apprentices in the predominately female

Hairstylist trade, who are less likely than the other trade categories to be seeking employment as an apprentice in their trade.

Table 8.9.5a: Type of Employment Sought by Apprentices by Trade Category and Gender

Trade Category	Type of Employment Sought											
	Apprentice in Trade		Directly Related, but Not as Apprentice		Any Type of Employment		Not Seeking Employment		Other/ Unknown		Total	
	N	%	N	%	N	%	N	%	N	%	N	%
Hairstylist	**30**	**27.8**	**1**	**0.9**	**38**	**35.2**	**37**	**34.3**	**2**	**1.9**	**108**	**100.0**
Female	29	28.4	1	1.0	37	36.3	33	32.4	2	2.0	102	100.0
Male	1	16.7	0	0.0	1	16.7	4	66.7	0	0.0	6	100.0
Cook	**31**	**50.8**	**4**	**6.6**	**10**	**16.4**	**15**	**24.6**	**1**	**1.6**	**61**	**100.0**
Female	10	55.6	1	5.6	3	16.7	3	16.7	1	5.6	18	100.0
Male	21	48.8	3	7.0	7	16.3	12	27.9	0	0.0	43	100.0
All Other Trades	**732**	**56.7**	**81**	**6.3**	**297**	**23.0**	**153**	**11.8**	**29**	**2.2**	**1292**	**100.0**
Female	16	44.4	2	5.6	11	30.6	6	16.7	1	2.8	36	100.0
Male	716	57.0	79	6.3	286	22.8	147	11.7	28	2.2	1256	100.0
Total	**793**	**54.3**	**86**	**5.9**	**345**	**23.6**	**205**	**14.0**	**32**	**2.2**	**1461**	**100.0**
Female	55	35.3	4	2.6	51	32.7	42	26.9	4	2.6	156	100.0
Male	738	56.6	82	6.3	294	22.5	163	12.5	28	2.1	1305	100.0

A higher percentage of female (33%) than male (23%) apprentices reported that they were looking for any type of employment across all three trade categories. This appears to be reflective of their difficulty in finding trade-related employment and thus completing their trades training requirements.

Additionally, more female (27%) than male (13%) apprentices reported that they were not seeking any type of employment at the time they were surveyed. While the majority of male apprentices cited temporary layoff as the reason for not seeking employment (54%), only 13% of female apprentices indicated this. Female apprentices most commonly reported that household or family commitments prevented them from seeking employment (47%). It is interesting to note that only 3.8% of males cited household or family commitments.

Table 8.9.5b: Reasons For Not Seeking Employment by Trade Category and Gender

Trade Category	Reasons for Not Seeking Employment											
	Temporary Lay-off		Maintaining Household/ Family		Illness/Injury		Waiting to Go to/In School		Other/ Unknown		Total	
	N	%	N	%	N	%	N	%	N	%	N	%
Hairstylist	**8**	**12.7**	**33**	**52.4**	**6**	**9.5**	**5**	**7.9**	**11**	**17.5**	**63**	**100.0**
Female	8	13.6	30	50.8	6	10.2	4	6.8	11	18.6	59	100.0
Male	0	0.0	3	75.0	0	0.0	1	25.0	0	0.0	4	100.0
Cook	**8**	**38.1**	**2**	**9.5**	**5**	**23.8**	**3**	**14.3**	**3**	**14.3**	**21**	**100.0**
Female	1	20.0	0	0.0	1	20.0	1	20.0	2	40.0	5	100.0
Male	7	43.8	2	12.5	4	25.0	2	12.5	1	6.3	16	100.0
All Other Trades	**106**	**53.0**	**9**	**4.5**	**35**	**17.5**	**18**	**9.0**	**32**	**16.0**	**200**	**100.0**
Female	1	8.3	6	50.0	1	8.3	1	8.3	3	25.0	12	100.0
Male	105	55.9	3	1.6	34	18.1	17	9.0	29	15.4	188	100.0
Total	**122**	**43.0**	**44**	**15.5**	**46**	**16.2**	**26**	**9.2**	**46**	**16.2**	**284**	**100.0**
Female	10	13.2	36	47.4	8	10.5	6	7.9	16	21.1	76	100.0
Male	112	53.8	8	3.8	38	18.3	20	9.6	30	14.4	208	100.0

8.10 SATISFACTION

8.10.1 Satisfaction with Trade Training

At 85 %, the percentage of respondents reporting that they were satisfied with trade training courses were similar for women and men.

For the minority of apprentices who were dissatisfied with their training, the most common reasons cited were quality or delivery of teaching, course content, and instructors or instruction (see Table 8.10.1). It is interesting to note that the reasons given differed for females and males more so than for trade categories. Over half of the dissatisfied female and male apprentices reported that quality or delivery of teaching was a reason for their dissatisfaction. However, poor instructors/instruction was a bigger issue for females while course content was a source of dissatisfaction for more males.

Table 8.10.1: Reasons for Dissatisfaction with Training by Gender

Reason for Dissatisfaction	Females		Males		Total[1]	
	N	%	N	%	N	%
Quality or Delivery of Teaching	51	59.8	253	55.0	304	56.1
Course Content	38	46.3	264	57.4	302	55.7
Instructors or Instruction	48	58.5	156	33.9	204	37.6
Equipment	18	22.0	141	30.7	159	29.3
Course Materials	21	25.6	134	29.1	155	28.6
Facilities	15	18.3	90	19.6	105	19.4
Other Students	5	6.1	22	4.8	27	5.0
Other	5	6.1	36	7.8	41	7.6
Total	**82**	**100.0**	**460**	**100.0**	**542**	**100.0**

[1] Multiple responses were allowed.

8.10.2 Satisfaction with On-the-job Skills Exposure and Overall Experience

Over 90% of both male and female apprentices cited satisfaction with the skills they were exposed to on-the-job as well as the overall on-the-job experience with little notable difference between trade categories.

For the minority of apprentices who indicated that they were dissatisfied with their overall on the job experience, the main reason cited for this dissatisfaction was a perceived lack of exposure to skills needed in order to work in the trade. This was the main reason given for all apprentices, regardless of gender or trade category.

8.10.3 Satisfaction with Choice of Trade

A lower percentage of female (77%) than male apprentices (86%) reported that they were satisfied with their trade, as is shown in Table 8.10.3.

Table 8.10.3: Satisfaction with Choice of Trade by Trade Category and Gender

Trade Category	Satisfied with Choice of Trade?							
	Yes		No		Unknown		Total	
	N	%	N	%	N	%	N	%
Hairstylist	**324**	**74.7**	**104**	**24.0**	**6**	**1.4**	**434**	**100.0**
Female	313	75.1	98	23.5	6	1.4	417	100.0
Male	11	64.7	6	35.3	0	0.0	17	100.0
Cook	**218**	**84.2**	**41**	**15.8**	**0**	**0.0**	**259**	**100.0**
Female	72	82.8	15	17.2	0	0.0	87	100.0
Male	146	84.9	26	15.1	0	0.0	172	100.0
All Other Trades	**3184**	**85.9**	**490**	**13.2**	**34**	**0.9**	**3708**	**100.0**
Female	82	82.0	17	17.0	1	1.0	100	100.0
Male	3102	86.0	473	13.1	33	0.9	3608	100.0
Total	**3726**	**84.7**	**635**	**14.4**	**40**	**0.9**	**4401**	**100.0**
Female	467	77.3	130	21.5	7	1.2	604	100.0
Male	3259	85.8	505	13.3	33	0.9	3797	100.0

Once again, the overall rate of satisfaction of female apprentices is influenced by their predominance in the Hairstylist trade. While the percentage of female apprentices in the Cook and All Other Trades categories satisfied with their choice of trade is 82% (154 of 187), the level of satisfaction for female Hairstylist apprentices is 75% (313 of 417).

Given the large gender gap in wages, it is not surprising that 53% of female apprentices cited poor wages for their level of dissatisfaction compared to 37% of males. For female apprentices, a lack of employment opportunities (44%) and the trade not meeting their expectations (42%) were also seen as major deterrents to satisfaction with their choice of trade. In contrast, 66% and 34%, respectively of males indicated that a lack of job opportunities and the trade not meeting their expectations affected their overall satisfaction with their choice of trades.

8.11 BARRIERS TO APPRENTICESHIP

With the exception of Hairstylists, occupations in the trades have typically been seen as being career paths for males. While female participation is growing slowly, the trades are still male-dominated. There is a question as to whether this imbalance is an indication of barriers being encountered by women in entering trade occupations. To determine if the female apprentices surveyed for this study had experienced any barriers to apprenticeship, survey questions were developed in consultation with the Women's Policy Office, Executive Council (2000), and the Women in Resource Development Committee.

Using the following definitions, apprentices were asked if they had encountered any discrimination and/or harassment. Additionally, females in non-traditional trades were asked if stereotypes would prevented them from the successful completion of their apprenticeship program:

> ***Discrimination*** involves "treating people differently or negatively" based on race or colour, sex (which includes pregnancy or childbirth), religion or creed, national or ethnic origin, family or marital status, age, physical or mental disability or sexual orientation.
>
> ***Harassment*** is "any unwanted physical or verbal conduct that offends or humiliates you." As with discrimination, it is based on your race or colour, sex (which includes pregnancy or childbirth), religion or creed, national or ethnic origin, family or marital status, age, physical or mental disability or sexual orientation.
>
> ***Stereotypes*** are a set of ideas that are generally held about the characteristics of a particular group which are believed to be shared by all people in that group.

These definitions were read by the surveyors to the respondents prior to their answering any questions regarding those issues.

8.11.1 Discrimination and Harassment

Discrimination and harassment are serious issues faced by a both men and women in today's society. While the number of apprentices who reported experiencing discrimination and/or harassment was a relatively small 6.4% (n=283), females reported being the target (12%, n= 74) twice as often as males (6%, n=209).

For both men and women engaged in non-traditional trades, that is where their gender holds less than 35% of the positions, the incidence of discrimination or harassment is much higher. As shown in Table 8.11.1, almost one-quarter of female apprentices in the All Other Trades category indicated they were subject to discrimination and/or harassment, particularly those in the Automotive Service Technician (6 of 13) and Heavy Equipment Operator (5 of 15) trades. Likewise, 3 of 17 male Hairstylist apprentices reported discrimination and/or harassment as did a surprising 8 of 51 Refrigeration and Air Conditioning Mechanics. Both female and male Cooks reported similar levels of discrimination and/or harassment.

Table 8.11.1.: Apprentices Who Were Subject to Discrimination and/or Harassment by Trade Category and Gender

Trade Category	Subject to Discrimination/Harassment							
	Yes		No		Uncertain		Total	
	N	%	N	%	N	%	N	%
Hairstylist	**42**	**9.7**	**391**	**26.3**	**1**	**0.2**	**434**	**100.0**
Female	39	9.4	377	90.4	1	0.2	417	100.0
Male	3	17.6	14	82.4	0	0.0	17	100.0
Cook	**36**	**13.9**	**223**	**86.1**	**0**	**0.0**	**259**	**100.0**
Female	11	12.6	76	87.4	0	0.0	87	100.0
Male	25	14.5	147	85.5	0	0.0	172	100.0
All Other Trades	**205**	**5.5**	**3490**	**94.1**	**13**	**0.4**	**3708**	**100.0**
Female	24	24.0	76	76.0	0	0.0	100	100.0
Male	181	5.0	3414	94.6	13	0.4	3608	100.0
Total	**283**	**6.4**	**4104**	**93.3**	**14**	**0.3**	**4401**	**100.0**
Female	74	12.3	529	87.6	1	0.2	604	100.0
Male	209	5.5	3575	94.2	13	0.3	3797	100.0

Of the 74 females who reported discrimination and/or harassment, a higher percentage of incidences were on-the job (61%, n=45) than in the classroom (59%, n=43). When faced with this situation, female apprentices were more likely than their male counterparts to take corrective action to address the problem. In fact, 79% of female apprentices who experienced discrimination and/or harassment in the classroom reported discussing the problem with an instructor or school administrator compared to 62% of males. Similarly, 60% of females compared to 38% of males reported taking corrective action when faced with on-the-job discrimination and/or harassment, normally by taking the matter up with a supervisor. Additionally, while no female apprentices reported leaving their employment due to this treatment, 9 male apprentices took this action.

8.11.2 Other Barriers Experienced by Women During Apprenticeship

According to the Women in Resource Development Committee (1995), there are many barriers to recruiting women into skilled trades. These barriers not only appear in the educational or workplace settings, but also can come from family and peers, and occupational stereotyping.

One-quarter of the 187 female respondents who were apprentices in industrial trades (all trades except Hairstylist) indicated that someone had discouraged them from participating in trades apprenticeship and, in particular (allowing for multiple responses) other students in the program (42%), family members (other than their spouse) (38%) and each of friends, instructors and employers (24%). The unsuitability of the trade for women (64%) and unsuitability of the trade to the apprentice (27%) were most commonly voiced as opposition to apprenticeship for these women.

Female apprentices in industrial trades were also asked if they felt that stereotypes about women have made their apprenticeship more difficult. Of this group, 21% said that they felt stereotypes did in fact make their apprenticeship more difficult. Over half of Automotive Serve Mechanic apprentices (54%) reported stereotyping being problematic as did 44% of Industrial Mechanic and 29% of Heavy Equipment Operator apprentices. Interestingly, Cook apprentices reported the lowest levels of stereotyping being problematic (11%). This seems plausible, given that about one-third of apprentice cooks are female, and therefore are not as much of a minority as they would be in other industrial trades.

Family responsibilities also affected the ability of some women to participate in the apprenticeship program (17% n=102). Childcare was problematic for 90% of those indicating family responsibilities while maintaining the household was a problem for 38%.

8.12 SUMMARY

Small numbers of women in Newfoundland and Labrador participate in the skilled trades occupations. While the proportion of females in apprenticeship is growing, it is still only 17% of the total and largely dominated by hairstylists and, to a lesser degree, cooks.

Just over three-quarters of female apprentices were in the Hairstylist trade while less than 13% were engaged in the non-traditional trades.

In trades other than Hairstylist and Cook, females reported less trade-related employment than males. Part of this could be attributed to females reporting they are less willing to move outside the province for work, even though they reported having researched job opportunities outside the province at levels similar to males. Family responsibilities plays a large role in determining the mobility of female apprentices.

The average hourly wages and hours worked per week are considerably less for females than they are for males. While the size of this gap varied between trade categories, the gap was always present. When the predominately female Hairstylist trade is excluded, females worked on average 40.8 hours per week compared to 46.6 hours for males. Also, females averaged $10.96 per hour compared to $14.56 per hour for males. These fewer hours and reduced wages resulted in the average female apprentice earning about $448 per week for full-time work while the average male apprentice earned about $680 per week.

The gap that exists in the predominately female hairstylist trade is even greater. On average, females work 39 hours per week compared to 52 hours per week for males. In addition, females earn $7.58 per hour while their male counterparts earn $10.50. This results in a gap in weekly wages of $295 for females and $546 for males.

Females reported poorer labour market attachment prior to registering as apprentices. They also reported less use of HRSD funding and more use of government student loans than males in pursuit of their training.

A lower percentage of female apprentices logged hours in their trade and intend to write the journeyperson examination than males. Female apprentices were more likely to seek any type of employment as opposed to trade-related employment, and for those pursuing further education, female apprentices were more likely to do so outside of their trade than males.

While the number of apprentices who reported experiencing discrimination and/or harassment was a relatively small 6.4% (n=283), females reported being the target (12%, n= 74) twice as often as males (6% , n= 209). While women took corrective action more frequently than men, there is no data to indicate the result of this action.

While female apprentices reported lower rates of satisfaction with their choice of trade than males, their overall rate of satisfaction was still close to 80%.

CONCLUSION

The Survey of Registered Apprentices was undertaken to provide greater insight into apprenticeship in Newfoundland and Labrador, and specifically the high rate of attrition and low female participation in the program. While there are large numbers of new apprentices registered each year, only a small percentage of these individuals actually continue on in their program, fulfil all the requirements within the recommended time frame and receive certification. It is recognized that some leave apprenticeship without completing the program and still realize acceptable labour market outcomes. Still, the low numbers completing their apprenticeship is perplexing given the higher wages and stronger labour market attachment commanded by persons working in the trades as certified journeypersons.

Apprenticeship programs, which normally span a four to five year period, consist of approximately 25% classroom instruction and 75% on-the-job training. As a first requirement, entry-level courses must be completed over a 2 or 3 semester period. The findings of the survey would indicate that the completion rate for entry-level training is high; the vast majority of apprentices surveyed (86%) had completed their entry-level courses. The bulk of those that don't complete, leave in the final semester with the majority leaving for employment. While most apprentices (85%) also indicated that they were satisfied with their entry-level instruction, lecture-based instruction was favoured over the self-paced instruction currently offered at public colleges.

Once apprentices have completed their entry-level instruction, they are required to complete on-the-job training or log hours in their respective trade, interspersed with advanced-level training. In order to identify those apprentices who would have had time since competing their entry-level training to begin logging hours, the responses of only those who completed their entry-level training prior to June 2002 were considered (n=2851). Of this group, 79% (n=2255) indicated that they had logged some hours.

At the time of survey just 28% (n=788) of those that had logged hours were employed as apprentices in their trade and currently logging hours. Further, of these apprentices, only 27% (n=211) had taken all or some of their advanced-level training. There is the possibility, however, that some other apprentices may not yet have logged adequate hours to begin advanced-level courses. Given that eligibility to write the journeyperson exam requires logging a specific number of hours and completion of the program's advanced level courses, it would appear that many apprentices are stalled between these two elements.

Apprentices employed in their trade, that is logging hours, worked on average 45 hours/week and earned, on average $13.69 per hour. Those affiliated with a union realized higher wages than their non-unionized counterparts. Additionally, those in employment directly or indirectly related to their trade but not as apprentices earned the highest average hourly wages at $16.28 and $16.11, respectively. While 69% indicated logging all their on-the-job hours in Newfoundland and Labrador, another 31% indicated that they had logged some or all of their hours outside the Province, due largely to an inability to find apprenticeable jobs locally. It is apparent that these different experiences influence whether individuals continue their apprenticeship.

While 81% of apprentices who had logged some or all of their hours indicated an intent to write their journeyperson examination sometime in the future, the intent of many is questionable given that 73% had not pursued further training. This may be, however, a reflection of the struggle of some to find the trade-related employment necessary to progress.

Not unlike their male counterparts, for women, progression through apprenticeship appears to stall as they attempt to log hours, and particularly for those apprenticing in non-traditional trades. The findings of the survey would indicate that, while female apprentices are slightly more successful than their male counterparts in completing entry-level training, they have considerably less success in logging hours. Difficulty in finding trade-related employment and reduced mobility due to family responsibilities are contributive. A higher percentage of female apprentices also reported part-time employment making it more difficult to log the required amount of hours.

Although similar percentages of male and female apprentices reported pursuing further training, a higher percentage of female apprentices stated their studies were totally unrelated to their trade. Almost half of these women stated they wanted to explore other career opportunities, indicative of a lack of satisfaction with the choice of trade.

This dissatisfaction is not surprising given the wage gap experienced by female apprentices responding to the survey. Fewer hours worked and lower wages than males resulted in the average female apprentice earning about $448 per week for full-time employment while the average male apprentice earned about $680 per week.

While there was a wage disparity between males and females, incidences of discrimination or harassment did not largely impact female participation in apprenticeship. Only a proportionally small percentage of female apprentices indicated being the target of discrimination or harassment and, although it was evident for those working in non-traditional trades, the numbers were still relatively low. Stereotyping was problematic for a number of female apprentices in industrial, non-traditional trades with 21% indicating that it was making their apprenticeship more difficult.

Another impact on female completion of apprenticeship programs would appear to be connected to funding source. Female apprentices, the largest percentage of which come from the Hairstylist trade, reported less use of HRSD funding and more use of government student loans than males in pursuit of their training. Whether or not this is a reflection of females' poorer attachment to the labour market prior to registration and thus not eligible for HRSD funding, this high usage of government student loans will likely result in higher debt levels for female apprentices.

Overall, the indicators presented in this report show slightly better results for apprentices in receipt of external, non-repayable funding compared to those funding their apprenticeship through savings, loans and other repayable sources of financing. The majority of those externally funded had higher entry-level completion rates and a greater ability to log hours in their trade as well as higher wages in trade-related employment. However, the more favourable results may have more to do with who was funded through these sources rather than the effect of the funding itself. HRSD-funded apprentices were generally older and had greater attachment to the labour force prior to registration as apprentices. This was also the case for apprentices funded by an employer or union, Native Band Council or Association as well as those on Worker Compensation and Income Support. Additionally, apprentices funded by HRSD or an employer or union were more likely to be already working in the trade prior to registration.

While success in apprenticeship appears to be more related to other factors such as experience and labour force attachment rather than source of funding, having external funding allows less financial pressure on the apprentice during and after their apprenticeship when repayment becomes a reality.

Given the current and anticipated demand for tradespeople, it is important that the apprenticeship system be accommodating to all those that chose to work in the skilled trades. *The Apprenticeship Experience: 2003 Survey of Registered Apprentices of Newfoundland and Labrador* is the first report of its kind in this Province and, while it has answered many questions on apprenticeship, it has also identified many more issues which will need to be further explored to gain a greater understanding of apprentices' progression through the apprenticeship system. In particular, further examination of on-the-job training experiences could provide clarity on issues surrounding logging hours and more specifics on advanced-level training could reveal why so few apprentices in this study accessed further training.

In addition, a survey of both certified journeypersons and cancelled apprentices would help to complete the picture of the Province's apprenticeship system by detailing the experiences of those who have completed the program as well as those who did not. Coupled with the difficulties each group faced, it would also provide greater insight into the actual duration of apprenticeship. Additionally, certified journeypersons who have experience in mentoring apprentices could provide their views on the various facets of apprenticeship.

Automotive Service Technician

1. Response Rate

Gender	Automotive Service Technician						All Trades					
	Completed Survey		Did Not Complete Survey		Total		Completed Survey		Did Not Complete Survey		Total	
	N	%	N	%	N	%	N	%	N	%	N	%
Female	13	54.2	11	45.8	24	100.0	604	41.4	856	58.6	1460	100.0
Male	339	46.7	387	53.3	726	100.0	3797	52.1	3484	47.9	7281	100.0
Total	**352**	**46.9**	**398**	**53.1**	**750**	**100.0**	**4401**	**50.3**	**4340**	**49.7**	**8741**	**100.0**

2. Average Age

Automotive Service Technician		All Trades	
N	Average Age in Years	N	Average Age in Years
352	27.2	4401	30.4

3. Employment Status Prior to Registering as Apprentice

Status	Automotive Service Technician		All Trades	
	N	%	N	%
Employed	186	52.8	2334	53.0
Unemployed	110	31.3	1439	32.7
High School	34	9.7	350	8.0
Post-Secondary Education	14	4.0	179	4.1
Out of Labour Market	5	1.4	64	1.5
Seasonal	1	0.3	20	0.5
Other/Unknown	2	0.6	15	0.3
Total	**352**	**100.0**	**4401**	**100.0**

4. Entry-level Completion Status

Entry-level Completion Status	Automotive Service Technician		All Trades	
	N	%	N	%
Completed	281	79.8	3792	86.2
Dropped	48	13.6	342	7.8
In Progress	13	3.7	108	2.5
Not Started	4	1.1	94	2.1
Unknown	6	1.7	65	1.5
Total	**352**	**100.0**	**4401**	**100.0**

5. Year Completed Entry-level Courses

Year Completed Entry-level Courses	Automotive Service Technician		All Trades	
	N	%	N	%
2003	12	4.3	110	2.9
2002	54	19.2	897	23.7
2001	54	19.2	685	18.1
2000	49	17.4	642	16.9
1999	31	11.0	484	12.8
1998	22	7.8	243	6.4
1997	9	3.2	112	3.0
1996	4	1.4	36	0.9
1991-1995	7	2.5	97	2.6
Prior to 1991	2	0.7	32	0.8
Unknown/Not Certain	37	13.2	454	12.0
Total	**281**	**100.0**	**3792**	**100.0**

6. Main Reason for Dropping Entry-level Courses

Main Reason for Dropping Entry-level Courses	N	%
Difficulty of program	9	18.8
Couldn't pay for in-class training tuition	6	12.5
Personal/Family issues	5	10.4
Instruction/Instructors	4	8.3
Lost interest in trade	3	6.3
Other Reasons/Unknown	21	43.8
Total	**48**	**100.0**

7. Pubic/Private Institution Attended for Training

Institution Type	Automotive Service Technician		All Trades	
	N	%	N	%
Public	193	55.5	2268	52.7
Private	146	42.0	1881	43.7
Other/Unknown	9	2.6	158	3.7
Total	**348**	**100.0**	**4307**	**100.0**

8. Method of Instruction for Entry-level Training Courses

Method of Instruction	Automotive Service Technician		All Trades	
	N	%	N	%
Lecture-based	214	61.5	2448	56.8
Self-paced	96	27.6	1476	34.3
Other/Unknown	38	10.9	383	8.9
Total	**348**	**100.0**	**4307**	**100.0**

9. Main Source of Funding for Entry-level Training

Main Source of Funding	Automotive Service Technician		All Trades	
	N	%	N	%
HRSD	129	37.1	2294	53.3
Government Student Loans	154	44.3	1253	29.1
Personal Savings/Work Income	31	8.9	363	8.4
Parents	20	5.8	143	3.3
Other Types of Loans	5	1.4	67	1.6
Employer/Union	2	0.6	50	1.2
Native Band Council/Association	2	0.6	41	1.0
Worker's Compensation	0	0.0	23	0.5
Other/Unknown	3	0.9	73	1.7
Total	**348**	**100.0**	**4307**	**100.0**

10. Logging On-the-job Hours[1]

Logging On-the-job Hours	Automotive Service Technician		All Trades	
	N	%	N	%
Logged Hours	178	86.4	2255	79.1
Did Not Log Hours	28	13.6	593	20.8
Unknown	0	0.0	3	0.1
Total	**206**	**100.0**	**2851**	**100.0**

[1] Apprentices completing Entry-level prior to June 30, 2002

11. Where On-the-job Hours Were Logged

Where On-the-job Hours Were Logged	Automotive Service Technician		All Trades	
	N	%	N	%
Newfoundland and Labrador Only	241	88.6	2310	69.4
Both In and Out of Newfoundland and Labrador	18	6.6	585	17.6
Outside Newfoundland and Labrador Only	13	4.8	431	13.0
Total[2]	**272**	**100.0**	**3327**	**100.0**

[2] Response for 1 apprentice was unknown.

12. Intent to Write Journeyperson's Exam

Intent To Write Journeyperson's Exam	Automotive Service Technician		All Trades	
	N	%	N	%
Intend to Write	223	82.0	2711	81.5
Do Not Intend to Write	39	14.3	443	13.3
Unknown	10	3.7	173	5.2
Total	**272**	**100.0**	**3327**	**100.0**

13. Reasons for Not Intending to Write Journeyperson's Exam

Reason for Not Intending to Write Journeyperson's Exam	N	%
Not interested in trade	7	36.8
Found a job outside trade	6	31.6
Cannot find a job in trade	4	21.1
Personal/Family issues	3	15.8
Don't think I need certification	2	10.5
Other reasons	6	31.6
Total[1]	**19**	**100.0**

[1] Multiple responses allowed

[2] Only 19 of 39 Automotive Service Technician and 183 of 443 apprentices overall who did not intend to write the journeyperson's exam were asked this question.

14. Difficulty Finding Trade-related Employment

Difficulty Finding Trade-related Employment	Automotive Service Technician		All Trades	
	N	%	N	%
Difficulty	92	26.1	1593	36.2
No Difficulty	227	64.5	2525	57.4
Not Applicable - Not Looking for Work	32	9.1	268	6.1
Unknown	1	0.3	15	0.3
Total	**352**	**100.0**	**4401**	**100.0**

15. Reasons for Difficulty Finding Trade-related Employment

Reason for Difficulty Finding Trade-related Employment	Automotive Service Technician		All Trades	
	N	%	N	%
No jobs	63	68.5	1151	72.3
Employers want workers with more experience	21	22.8	388	24.4
Unable to get into the union	7	7.6	184	11.6
Other reasons	18	19.6	267	16.8
Total[1]	**92**	**100.0**	**1593**	**100.0**

[1] Multiple responses allowed

16. Employment Status at Time of Survey (February - May 2003)

Status	Automotive Service Technician		All Trades	
	N	%	N	%
Employed Full-time	199	56.5	2170	49.3
Employed Part-time	16	4.5	186	4.2
Seasonal	7	2.0	200	4.5
Unemployed	82	23.3	1461	33.2
Enrolled in Education	43	12.2	298	6.8
Out of Labour Market	5	1.4	79	1.8
Other/Unknown	0	0.0	7	0.2
Total	**352**	**100.0**	**4401**	**100.0**

17. Type of Full-time Employment at Time of Survey

Status	Automotive Service Technician		All Trades	
	N	%	N	%
Apprentice in Trade	131	65.8	1140	52.5
Directly Related to Trade	21	10.6	259	11.9
Indirectly Related to Trade	14	7.0	184	8.5
Not at All Related to Trade	33	16.6	561	25.9
Other/Unknown	0	0.0	26	1.2
Total	**199**	**100.0**	**2170**	**100.0**

[1] "Directly Related to Trade" means the individual is working in their trade, but not as an apprentice

18. Hours per Week Worked in Paid Full-time Employment at Time of Survey by Type of Employment

Type of Employment	Automotive Service Technician		All Trades	
	N	Average # Hours	N	Average # Hours
Apprentice in Trade	131	43.9	1140	45.1
Directly Related to Trade	21	41.9	259	46.4
Indirectly Related to Trade	14	46.3	184	48.9
Not at All Related to Trade	33	44.5	561	45.6
Other	0	N/A	7	59.1
Total[1]	**199**	**44.0**	**2151**	**45.7**

[1] The responses for 19 apprentices overall were unknown

19. Hourly Wage of Apprentices in Paid Full-time Employment at Time of Survey by Type of Employment

Type of Employment	Automotive Service Technician		All Trades	
	N	Average Hourly Wage	N	Average Hourly Wage
Apprentice in Trade	131	$10.67	1140	$13.69
Directly Related to Trade	21	$10.89	259	$16.28
Indirectly Related to Trade	14	$13.75	184	$16.11
Not at All Related to Trade	33	$12.32	561	$12.43
Other	0	N/A	7	$17.50
Total[1]	**199**	**$11.16**	**2151**	**$13.90**

[1] The responses for 19 apprentices overall were unknown

20. Union Membership

Union Membership	Automotive Service Technician		All Trades	
	N	%	N	%
Union	43	12.2	1266	28.8
Non-Union	306	86.9	3111	70.7
Unknown	3	0.9	24	0.5
Total	**352**	**100.0**	**4401**	**100.0**

21. Union Affiliation

Union	N	%
Teamsters	14	32.6
FFAW/CAW	6	14.0
IBEW	2	4.7
International Association of Machinists/Aerospace Workers	2	4.7
NAPE	1	2.3
Other/Unknown	18	41.9
Total	**43**	**100.0**

22. Satisfaction

Satisfaction	Choice of Trade		Entry-level Training		On-the-job Experience	
	N	%	N	%	N	%
Satisfied	283	80.4	290	83.3	159	89.3
Not Satisfied	65	18.5	51	14.7	17	9.6
Unknown	4	1.1	7	2.0	2	1.1
Total[1]	**352**	**100.0**	**348**	**100.0**	**178**	**100.0**

[1] Total for "Choice of Trade" represents all Automotive Service Technician apprentices; total for "Entry-level Training" represents all who attended training; total for "On-the-job Experience" is only for those who logged hours and completed entry-level prior to June 30, 2002.

23. Number of Registrations and Certifications in Newfoundland and Labrador, 1996-2002[1]

Year	Registered Apprentices		Trades Qualifiers		Total[2]	
	# Registrations	# Certifications	# Registrations	# Certifications	# Registrations	# Certifications
1996	45	24	4	17	49	41
1997	192	25	8	8	200	33
1998	153	34	4	8	157	42
1999	215	46	2	6	217	52
2000	123	27	5	10	128	37
2001	89	28	2	10	91	38
2002	86	21	2	9	88	30
Total	**903**	**205**	**27**	**68**	**930**	**273**

[1] Source: Division of Institutional and Industrial Training.

[2] Total refers to combination of Registered Apprentices and Trades Qualifiers

Carpenter

1. Response Rate

Gender	Carpenter						All Trades					
	Completed Survey		Did Not Complete Survey		Total		Completed Survey		Did Not Complete Survey		Total	
	N	%	N	%	N	%	N	%	N	%	N	%
Female	9	47.4	10	52.6	19	100.0	604	41.4	856	58.6	1460	100.0
Male	409	45.0	500	55.0	909	100.0	3797	52.1	3484	47.9	7281	100.0
Total	**418**	**45.0**	**510**	**55.0**	**928**	**100.0**	**4401**	**50.3**	**4340**	**49.7**	**8741**	**100.0**

2. Average Age

Carpenter		All Trades	
N	Average Age in Years	N	Average Age in Years
418	31.9	4401	30.4

3. Employment Status Prior to Registering as Apprentice

Status	Carpenter		All Trades	
	N	%	N	%
Employed	215	51.4	2334	53.0
Unemployed	146	34.9	1439	32.7
High School	36	8.6	350	8.0
Post-Secondary Education	15	3.6	179	4.1
Out of Labour Market	5	1.2	64	1.5
Seasonal	1	0.2	20	0.5
Other/Unknown	0	0.0	15	0.3
Total	**418**	**100.0**	**4401**	**100.0**

4. Entry-level Completion Status

Entry-level Completion Status	Carpenter		All Trades	
	N	%	N	%
Completed	337	80.6	3792	86.2
Dropped	55	13.2	342	7.8
In Progress	11	2.6	108	2.5
Not Started	9	2.2	94	2.1
Unknown	6	1.4	65	1.5
Total	**418**	**100.0**	**4401**	**100.0**

5. Year Completed Entry-level Courses

Year Completed Entry-level Courses	Carpenter		All Trades	
	N	%	N	%
2003	14	4.2	110	2.9
2002	81	24.0	897	23.7
2001	66	19.6	685	18.1
2000	52	15.4	642	16.9
1999	28	8.3	484	12.8
1998	17	5.0	243	6.4
1997	9	2.7	112	3.0
1996	6	1.8	36	0.9
1991-1995	21	6.2	97	2.6
Prior to 1991	4	1.2	32	0.8
Unknown/Not Certain	39	11.6	454	12.0
Total	**337**	**100.0**	**3792**	**100.0**

6. Main Reason for Dropping Entry-level Courses

Main Reason for Dropping Entry-level Courses	N	%
Started a job	17	30.9
Personal/Family issues	8	14.6
Lost interest in trade	6	10.9
Difficulty of program	5	9.1
Did not feel training was necessary	4	7.3
Other Reasons/Unknown	15	27.3
Total	**55**	**100.0**

7. Pubic/Private Institution Attended for Training

Institution Type	Carpenter		All Trades	
	N	%	N	%
Public	123	30.1	2268	52.7
Private	270	66.0	1881	43.7
Other/Unknown	16	3.9	158	3.7
Total	**409**	**100.0**	**4307**	**100.0**

8. Method of Instruction for Entry-level Training Courses

Method of Instruction	Carpenter		All Trades	
	N	%	N	%
Lecture-based	180	44.0	2448	56.8
Self-paced	203	49.6	1476	34.3
Other/Unknown	26	6.4	383	8.9
Total	**409**	**100.0**	**4307**	**100.0**

9. Main Source of Funding for Entry-level Training

Main Source of Funding	Carpenter		All Trades	
	N	%	N	%
HRSD	242	59.2	2294	53.3
Government Student Loans	121	29.6	1253	29.1
Personal Savings/Work Income	15	3.7	363	8.4
Parents	7	1.7	143	3.3
Other Types of Loans	7	1.7	67	1.6
Employer/Union	3	0.7	50	1.2
Native Band Council/Association	8	2.0	41	1.0
Worker's Compensation	0	0.0	23	0.5
Other/Unknown	6	1.5	73	1.7
Total	**409**	**100.0**	**4307**	**100.0**

10. Logging On-the-job Hours[1]

Logging On-the-job Hours	Carpenter		All Trades	
	N	%	N	%
Logged Hours	230	89.8	2255	79.1
Did Not Log Hours	25	9.8	593	20.8
Unknown	1	0.4	3	0.1
Total	**256**	**100.0**	**2851**	**100.0**

[1] Apprentices completing Entry-level prior to June 30, 2002

11. Where On-the-job Hours Were Logged

Where On-the-job Hours Were Logged	Carpenter		All Trades	
	N	%	N	%
Newfoundland and Labrador Only	241	68.3	2310	69.4
Both In and Out of Newfoundland and Labrador	81	22.9	585	17.6
Outside Newfoundland and Labrador Only	31	8.8	431	13.0
Total[1]	**353**	**100.0**	**3327**	**100.0**

[1] Response for 1 apprentice was unknown.

12. Intent to Write Journeyperson's Exam

Intent To Write Journeyperson's Exam	Carpenter		All Trades	
	N	%	N	%
Intend to Write	289	81.9	2711	81.5
Do Not Intend to Write	48	13.6	443	13.3
Unknown	16	4.5	173	5.2
Total	**353**	**100.0**	**3327**	**100.0**

13. Reasons for Not Intending to Write Journeyperson's Exam

Reason for Not Intending to Write Journeyperson's Exam	N	%
Not interested in trade	11	42.3
Found a job outside trade	8	30.8
Cannot find a job in trade	7	26.9
Personal/Family issues	4	15.4
Don't think I need certification	3	11.5
Other reasons	6	23.1
Total[1]	**26**	**100.0**

[1] Multiple responses allowed

[2] Only 26 of 48 Carpenter and 183 of 443 apprentices overall who did not intend to write the journeyperson's exam were asked this question.

14. Difficulty Finding Trade-related Employment

Difficulty Finding Trade-related Employment	Carpenter		All Trades	
	N	%	N	%
Difficulty	119	28.5	1593	36.2
No Difficulty	271	64.8	2525	57.4
Not Applicable - Not Looking for Work	24	5.7	268	6.1
Unknown	4	1.0	15	0.3
Total	**418**	**100.0**	**4401**	**100.0**

15. Reasons for Difficulty Finding Trade-related Employment

Reason for Difficulty Finding Trade-related Employment	Carpenter		All Trades	
	N	%	N	%
No jobs	87	73.1	1151	72.3
Employers want workers with more experience	16	13.4	388	24.4
Unable to get into the union	10	8.4	184	11.6
Other reasons	32	26.9	267	16.8
Total[1]	**119**	**100.0**	**1593**	**100.0**

[1] Multiple responses allowed

16. Employment Status at Time of Survey (February - May 2003)

Status	Carpenter		All Trades	
	N	%	N	%
Employed Full-time	167	40.0	2170	49.3
Employed Part-time	10	2.4	186	4.2
Seasonal	26	6.2	200	4.5
Unemployed	180	43.1	1461	33.2
Enrolled in Education	26	6.2	298	6.8
Out of Labour Market	8	1.9	79	1.8
Other/Unknown	1	0.2	7	0.2
Total	**418**	**100.0**	**4401**	**100.0**

17. Type of Full-time Employment at Time of Survey

Status	Carpenter		All Trades	
	N	%	N	%
Apprentice in Trade	76	45.5	1140	52.5
Directly Related to Trade[1]	27	16.2	259	11.9
Indirectly Related to Trade	13	7.8	184	8.5
Not at All Related to Trade	49	29.3	561	25.9
Other/Unknown	2	1.2	26	1.2
Total	**167**	**100.0**	**2170**	**100.0**

[1] "Directly Related to Trade" means the individual is working in their trade, but not as an apprentice.

18. Hours per Week Worked in Paid Full-time Employment at Time of Survey by Type of Employment

Type of Employment	Carpenter		All Trades	
	N	Average # Hours	N	Average # Hours
Apprentice in Trade	76	47.0	1140	45.1
Directly Related to Trade	27	45.1	259	46.4
Indirectly Related to Trade	13	47.5	184	48.9
Not at All Related to Trade	49	45.9	561	45.6
Other	1	45.0	7	59.1
Total[1]	**166**	**46.4**	**2151**	**45.7**

[1] The responses for 1 Carpenter apprentice and 19 apprentices overall were unknown.

19. Hourly Wage of Apprentices in Paid Full-time Employment at Time of Survey by Type of Employment

Type of Employment	Carpenter		All Trades	
	N	Average Hourly Wage	N	Average Hourly Wage
Apprentice in Trade	76	$13.18	1140	$13.69
Directly Related to Trade	27	$16.10	259	$16.28
Indirectly Related to Trade	13	$19.64	184	$16.11
Not at All Related to Trade	49	$11.98	561	$12.43
Other	1	$16.00	7	$17.50
Total[1]	**166**	**$13.77**	**2151**	**$13.90**

[1] The responses for 1 Carpenter apprentice and 19 apprentices overall were unknown.

20. Union Membership

Union Membership	Carpenter		All Trades	
	N	%	N	%
Union	171	40.9	1266	28.8
Non-Union	245	58.6	3111	70.7
Unknown	2	0.5	24	0.5
Total	**418**	**100.0**	**4401**	**100.0**

21. Union Affiliation

Union	N	%
UBC	130	76.0
FFAW/CAW	6	3.5
USWA	5	2.9
NAPE	5	2.9
CUPE	5	2.9
Other/Unknown	20	11.7
Total	**171**	**100.0**

22. Satisfaction

Satisfaction	Choice of Trade		Entry-Level Training		On-the-job Experience	
	N	%	N	%	N	%
Satisfied	365	87.3	360	88.0	220	95.7
Not Satisfied	51	12.2	45	11.0	10	4.3
Unknown	2	0.5	4	1.0	0	0.0
Total[1]	**418**	**100.0**	**409**	**100.0**	**230**	**100.0**

[1] Total for "Choice of Trade" represents all Carpenter apprentices; total for "Entry-level Training" represents all who attended training; total for "On-the-job Experience" is only for those who logged hours and completed entry-level prior to June 30, 2002.

23. Number of Registrations and Certifications in Newfoundland and Labrador, 1996-2002[1]

Year	Registered Apprentices		Trades Qualifiers		Total[2]	
	# Registrations	# Certifications	# Registrations	# Certifications	# Registrations	# Certifications
1996	56	23	12	138	68	161
1997	187	37	26	43	213	80
1998	79	17	19	40	98	57
1999	184	7	24	38	208	45
2000	189	1	29	5	218	6
2001	117	7	27	37	144	44
2002	208	5	12	10	220	15
Total	**1020**	**97**	**149**	**311**	**1169**	**408**

[1] Source: Division of Institutional and Industrial Training.

[2] Total refers to combination of Registered Apprentices and Trades Qualifiers

Construction Electrician

1. Response Rate

Gender	Construction Electrician						All Trades					
	Completed Survey		Did Not Complete Survey		Total		Completed Survey		Did Not Complete Survey		Total	
	N	%	N	%	N	%	N	%	N	%	N	%
Female	6	75.0	2	25.0	8	100.0	604	41.4	856	58.6	1460	100.0
Male	388	63.2	226	36.8	614	100.0	3797	52.1	3484	47.9	7281	100.0
Total	**394**	**63.3**	**228**	**36.7**	**622**	**100.0**	**4401**	**50.3**	**4340**	**49.7**	**8741**	**100.0**

2. Average Age

Construction Electrician		All Trades	
N	Average Age in Years	N	Average Age in Years
394	31.1	4401	30.4

3. Employment Status Prior to Registering as Apprentice

Status	Construction Electrician		All Trades	
	N	%	N	%
Employed	237	60.2	2334	53.0
Unemployed	108	27.4	1439	32.7
High School	25	6.4	350	8.0
Post-Secondary Education	20	5.1	179	4.1
Out of Labour Market	1	0.3	64	1.5
Seasonal	2	0.5	20	0.5
Other/Unknown	1	0.3	15	0.3
Total	**394**	**100.0**	**4401**	**100.0**

4. Entry-level Completion Status

Entry-level Completion Status	Construction Electrician		All Trades	
	N	%	N	%
Completed	281	71.3	3792	86.2
Dropped	39	9.9	342	7.8
In Progress	22	5.6	108	2.5
Not Started	38	9.6	94	2.1
Unknown	14	3.6	65	1.5
Total	**394**	**100.0**	**4401**	**100.0**

5. Year Completed Entry-level Courses

Year Completed Entry-level Courses	Construction Electrician		All Trades	
	N	%	N	%
2003	6	2.1	110	2.9
2002	108	38.4	897	23.7
2001	29	10.3	685	18.1
2000	33	11.7	642	16.9
1999	18	6.4	484	12.8
1998	17	6.0	243	6.4
1997	11	3.9	112	3.0
1996	3	1.1	36	0.9
1991-1995	19	6.8	97	2.6
Prior to 1991	6	2.1	32	0.8
Unknown/Not Certain	31	11.0	454	12.0
Total	**281**	**100.0**	**3792**	**100.0**

6. Main Reason for Dropping Entry-level Courses

Main Reason for Dropping Entry-level Courses	N	%
Started a job	12	30.8
Difficulty of program	6	15.4
Lost interest in trade	3	7.7
Personal/Family issues	2	5.1
Could not get student loan	2	5.1
Other Reasons/Unknown	14	35.9
Total	**39**	**100.0**

7. Pubic/Private Institution Attended for Training

Institution Type	Construction Electrician		All Trades	
	N	%	N	%
Public	253	71.1	2268	52.7
Private	77	21.6	1881	43.7
Other/Unknown	26	7.3	158	3.7
Total	**356**	**100.0**	**4307**	**100.0**

8. Method of Instruction for Entry-level Training Courses

Method of Instruction	Construction Electrician		All Trades	
	N	%	N	%
Lecture-based	179	50.3	2448	56.8
Self-paced	149	41.9	1476	34.3
Other/Unknown	28	7.9	383	8.9
Total	**356**	**100.0**	**4307**	**100.0**

9. Main Source of Funding for Entry-level Training

Main Source of Funding	Construction Electrician		All Trades	
	N	%	N	%
HRSD	215	60.4	2294	53.3
Government Student Loans	71	19.9	1253	29.1
Personal Savings/Work Income	45	12.6	363	8.4
Parents	7	2.0	143	3.3
Other Types of Loans	4	1.1	67	1.6
Employer/Union	2	0.6	50	1.2
Native Band Council/Association	1	0.3	41	1.0
Worker's Compensation	0	0.0	23	0.5
Other/Unknown	11	3.1	73	1.7
Total	**356**	**100.0**	**4307**	**100.0**

10. Logging On-the-job Hours[1]

Logging On-the-job Hours	Construction Electrician		All Trades	
	N	%	N	%
Logged Hours	177	96.2	2255	79.1
Did Not Log Hours	7	3.8	593	20.8
Unknown	0	0.0	3	0.1
Total	**184**	**100.0**	**2851**	**100.0**

[1] Apprentices completing Entry-level prior to June 30, 2002

11. Where On-the-job Hours Were Logged

Where On-the-job Hours Were Logged	Construction Electrician		All Trades	
	N	%	N	%
Newfoundland and Labrador Only	290	78.6	2310	69.4
Both In and Out of Newfoundland and Labrador	71	19.2	585	17.6
Outside Newfoundland and Labrador Only	7	1.9	431	13.0
Total[1]	**369**	**100.0**	**3327**	**100.0**

[1] Response for 1 apprentice was unknown

12. Intent to Write Journeyperson's Exam

Intent To Write Journeyperson's Exam	Construction Electrician		All Trades	
	N	%	N	%
Intend to Write	337	91.3	2711	81.5
Do Not Intend to Write	20	5.4	443	13.3
Unknown	12	3.3	173	5.2
Total	**369**	**100.0**	**3327**	**100.0**

13. Reasons for Not Intending to Write Journeyperson's Exam

Reason for Not Intending to Write Journeyperson's Exam	N	%
Not interested in trade	5	55.6
Found a job outside trade	3	33.3
Cannot find a job in trade	2	22.2
Personal/Family issues	2	22.2
Does not feel ready to write	2	22.2
Other reasons	2	22.2
Total[1]	**9**	**100.0**

[1] Multiple responses allowed

[2] Only 9 of 20 Construction Electrician and 183 of 443 apprentices overall who did not intend to write the journeyperson's exam were asked this question

14. Difficulty Finding Trade-related Employment

Difficulty Finding Trade-related Employment	Construction Electrician		All Trades	
	N	%	N	%
Difficulty	99	25.1	1593	36.2
No Difficulty	281	71.3	2525	57.4
Not Applicable - Not Looking for Work	14	3.6	268	6.1
Unknown	0	0.0	15	0.3
Total	**394**	**100.0**	**4401**	**100.0**

15. Reasons for Difficulty Finding Trade-related Employment

Reason for Difficulty Finding Trade-related Employment	Construction Electrician		All Trades	
	N	%	N	%
No jobs	73	73.7	1151	72.3
Employers want workers with more experience	9	9.1	388	24.4
Unable to get into the union	8	8.1	184	11.6
Other reasons	35	35.4	267	16.8
Total[1]	**99**	**100.0**	**1593**	**100.0**

[1] Multiple responses allowed

16. Employment Status at Time of Survey (February - May 2003)

Status	Construction Electrician		All Trades	
	N	%	N	%
Employed Full-time	184	46.7	2170	49.3
Employed Part-time	7	1.8	186	4.2
Seasonal	13	3.3	200	4.5
Unemployed	152	38.6	1461	33.2
Enrolled in Education	36	9.1	298	6.8
Out of Labour Market	2	0.5	79	1.8
Other/Unknown	0	0.0	7	0.2
Total	**394**	**100.0**	**4401**	**100.0**

17. Type of Full-time Employment at Time of Survey

Status	Construction Electrician		All Trades	
	N	%	N	%
Apprentice in Trade	134	72.8	1140	52.5
Directly Related to Trade¹	12	6.5	259	11.9
Indirectly Related to Trade	12	6.5	184	8.5
Not at All Related to Trade	24	13.0	561	25.9
Other/Unknown	2	1.1	26	1.2
Total	**184**	**100.0**	**2170**	**100.0**

[1] "Directly Related to Trade" means the individual is working in their trade, but not as an apprentice.

18. Hours per Week Worked in Paid Full-time Employment at Time of Survey by Type of Employment

Type of Employment	Construction Electrician		All Trades	
	N	Average # Hours	N	Average # Hours
Apprentice in Trade	134	45.2	1140	45.1
Directly Related to Trade	12	44.2	259	46.4
Indirectly Related to Trade	12	44.6	184	48.9
Not at All Related to Trade	24	49.1	561	45.6
Other	0	N/A	7	59.1
Total¹	**182**	**45.6**	**2151**	**45.7**

[1] The responses for 2 Construction Electrician apprentices and 19 apprentices overall were unknown.

19. Hourly Wage of Apprentices in Paid Full-time Employment at Time of Survey by Type of Employment

Type of Employment	Construction Electrician		All Trades	
	N	Average Hourly Wage	N	Average Hourly Wage
Apprentice in Trade	134	$12.92	1140	$13.69
Directly Related to Trade	12	$14.90	259	$16.28
Indirectly Related to Trade	12	$17.91	184	$16.11
Not at All Related to Trade	24	$11.80	561	$12.43
Other	0	N/A	7	$17.50
Total¹	**182**	**$13.25**	**2151**	**$13.90**

[1] The responses for 2 Construction Electrician apprentices and 19 apprentices overall were unknown.

20. Union Membership

Union Membership	Construction Electrician		All Trades	
	N	%	N	%
Union	122	31.0	1266	28.8
Non-Union	265	67.3	3111	70.7
Unknown	7	1.8	24	0.5
Total	**394**	**100.0**	**4401**	**100.0**

21. Union Affiliation

Union	N	%
IBEW	98	80.3
NAPE	4	3.3
CUPE	3	2.5
CAW	3	2.5
FFAW/CAW	2	1.6
Other/Unknown	21	17.2
Total	**122**	**100.0**

22. Satisfaction

Satisfaction	Choice of Trade		Entry-Level Training		On-the-job Experience	
	N	%	N	%	N	%
Satisfied	358	90.9	274	77.0	171	96.6
Not Satisfied	32	8.1	63	17.7	6	3.4
Unknown	4	1.0	19	5.3	0	0.0
Total[1]	**394**	**100.0**	**356**	**100.0**	**177**	**100.0**

[1] Total for "Choice of Trade" represents all Construction Electrician apprentices; total for "Entry-level Training" represents all who attended training; total for "On-the-job Experience" is only for those who logged hours and completed entry-level prior to June 30, 2002.

23. Number of Registrations and Certifications in Newfoundland and Labrador, 1996-2002[1]

Year	Registered Apprentices		Trades Qualifiers		Total[2]	
	# Registrations	# Certifications	# Registrations	# Certifications	# Registrations	# Certifications
1996	43	42	5	20	48	62
1997	81	31	5	8	86	39
1998	26	41	4	6	30	47
1999	133	54	4	5	137	59
2000	140	30	4	5	144	35
2001	152	8	2	2	154	10
2002	229	16	3	4	232	20
Total	**804**	**222**	**27**	**50**	**831**	**272**

[1] Source: Division of Institutional and Industrial Training.

[2] Total refers to combination of Registered Apprentices and Trades Qualifiers

Cook

1. Response Rate

Gender	Cook						All Trades					
	Completed Survey		Did Not Complete Survey		Total		Completed Survey		Did Not Complete Survey		Total	
	N	%	N	%	N	%	N	%	N	%	N	%
Female	87	50.6	85	49.4	172	100.0	604	41.4	856	58.6	1460	100.0
Male	172	50.3	170	49.7	342	100.0	3797	52.1	3484	47.9	7281	100.0
Total	**259**	**50.4**	**255**	**49.6**	**514**	**100.0**	**4401**	**50.3**	**4340**	**49.7**	**8741**	**100.0**

2. Average Age

Cook		All Trades	
N	Average Age in Years	N	Average Age in Years
259	31.0	4401	30.4

3. Employment Status Prior to Registering as Apprentice

Status	Cook		All Trades	
	N	%	N	%
Employed	129	49.8	2334	53.0
Unemployed	81	31.3	1439	32.7
High School	26	10.0	350	8.0
Post-Secondary Education	16	6.2	179	4.1
Out of Labour Market	5	1.9	64	1.5
Seasonal	0	0.0	20	0.5
Other/Unknown	2	0.8	15	0.3
Total	**259**	**100.0**	**4401**	**100.0**

4. Entry-level Completion Status

Entry-level Completion Status	Cook		All Trades	
	N	%	N	%
Completed	227	87.6	3792	86.2
Dropped	23	8.9	342	7.8
In Progress	5	1.9	108	2.5
Not Started	2	0.8	94	2.1
Unknown	2	0.8	65	1.5
Total	**259**	**100.0**	**4401**	**100.0**

5. Year Completed Entry-level Courses

Year Completed Entry-level Courses	Cook		All Trades	
	N	%	N	%
2003	5	2.2	110	2.9
2002	50	22.0	897	23.7
2001	50	22.0	685	18.1
2000	40	17.6	642	16.9
1999	36	15.9	484	12.8
1998	21	9.3	243	6.4
1997	7	3.1	112	3.0
1996	2	0.9	36	0.9
1991-1995	2	0.9	97	2.6
Prior to 1991	0	0.0	32	0.8
Unknown/Not Certain	14	6.2	454	12.0
Total	**227**	**100.0**	**3792**	**100.0**

6. Main Reason for Dropping Entry-level Courses

Main Reason for Dropping Entry-level Courses	N	%
Started a job	6	26.1
Lost interest in trade	3	13.0
Difficulty of program	3	13.0
Could not pay for in-class training tuition	2	8.7
Felt wages in trade would not be high enough	1	4.4
Other Reasons/Unknown	8	34.8
Total	**23**	**100.0**

7. Pubic/Private Institution Attended for Training

Institution Type	Cook		All Trades	
	N	%	N	%
Public	223	86.8	2268	52.7
Private	30	11.7	1881	43.7
Other/Unknown	4	1.6	158	3.7
Total	**257**	**100.0**	**4307**	**100.0**

8. Method of Instruction for Entry-level Training Courses

Method of Instruction	Cook		All Trades	
	N	%	N	%
Lecture-based	118	45.9	2448	56.8
Self-paced	104	40.5	1476	34.3
Other/Unknown	35	13.6	383	8.9
Total	**257**	**100.0**	**4307**	**100.0**

9. Main Source of Funding for Entry-level Training

Main Source of Funding	Cook		All Trades	
	N	%	N	%
HRSD	120	46.7	2294	53.3
Government Student Loans	100	38.9	1253	29.1
Personal Savings/Work Income	25	9.7	363	8.4
Parents	5	2.0	143	3.3
Other Types of Loans	1	0.4	67	1.6
Employer/Union	2	0.8	50	1.2
Native Band Council/Association	0	0.0	41	1.0
Worker's Compensation	2	0.8	23	0.5
Other/Unknown	2	0.8	73	1.7
Total	**257**	**100.0**	**4307**	**100.0**

10. Logging On-the-job Hours[1]

Logging On-the-job Hours	Cook		All Trades	
	N	%	N	%
Logged Hours	174	87.9	2255	79.1
Did Not Log Hours	24	12.1	593	20.8
Unknown	0	0.0	3	0.1
Total	**198**	**100.0**	**2851**	**100.0**

[1] Apprentices completing Entry-level prior to June 30, 2002

11. Where On-the-job Hours Were Logged

Where On-the-job Hours Were Logged	Cook		All Trades	
	N	%	N	%
Newfoundland and Labrador Only	165	75.7	2310	69.4
Both In and Out of Newfoundland and Labrador	39	17.9	585	17.6
Outside Newfoundland and Labrador Only	14	6.4	431	13.0
Total[2]	**218**	**100.0**	**3327**	**100.0**

[2] Response for 1 apprentice was unknown.

12. Intent to Write Journeyperson's Exam

Intent To Write Journeyperson's Exam	Cook		All Trades	
	N	%	N	%
Intend to Write	155	71.1	2711	81.5
Do Not Intend to Write	44	20.2	443	13.3
Unknown	19	8.7	173	5.2
Total	**218**	**100.0**	**3327**	**100.0**

13. Reasons for Not Intending to Write Journeyperson's Exam

Reason for Not Intending to Write Journeyperson's Exam	N	%
Not interested in trade	11	55.0
Don't think I need certification	8	40.0
Found a job outside trade	5	25.0
Cannot find a job in trade	5	25.0
Does not feel ready to write	4	20.0
Other reasons	7	35.0
Total[1]	**20**	**100.0**

[1] Multiple responses allowed

[2] Only 20 of 44 Cook and 183 of 443 apprentices overall who did not intend to write the journeyperson's exam were asked this question.

14. Difficulty Finding Trade-related Employment

Difficulty Finding Trade-related Employment	Cook		All Trades	
	N	%	N	%
Difficulty	58	22.4	1593	36.2
No Difficulty	183	70.7	2525	57.4
Not Applicable - Not Looking for Work	18	6.9	268	6.1
Unknown	0	0.0	15	0.3
Total	**259**	**100.0**	**4401**	**100.0**

15. Reasons for Difficulty Finding Trade-related Employment

Reason for Difficulty Finding Trade-related Employment	Cook		All Trades	
	N	%	N	%
No jobs	43	74.1	1151	72.3
Employers want workers with more experience	4	6.9	388	24.4
Unable to get into the union	1	1.7	184	11.6
Other reasons	15	25.9	267	16.8
Total[1]	**58**	**100.0**	**1593**	**100.0**

[1] Multiple responses allowed

16. Employment Status at Time of Survey (February - May 2003)

Status	Cook		All Trades	
	N	%	N	%
Employed Full-time	128	49.4	2170	49.3
Employed Part-time	35	13.5	186	4.2
Seasonal	12	4.6	200	4.5
Unemployed	61	23.6	1461	33.2
Enrolled in Education	16	6.2	298	6.8
Out of Labour Market	6	2.3	79	1.8
Other/Unknown	1	0.4	7	0.2
Total	**259**	**100.0**	**4401**	**100.0**

17. Type of Full-time Employment at Time of Survey

Status	Cook		All Trades	
	N	%	N	%
Apprentice in Trade	77	60.2	1140	52.5
Directly Related to Trade[1]	17	13.3	259	11.9
Indirectly Related to Trade	7	5.5	184	8.5
Not at All Related to Trade	26	20.3	561	25.9
Other/Unknown	1	0.8	26	1.2
Total	**128**	**100.0**	**2170**	**100.0**

[1] "Directly Related to Trade" means the individual is working in their trade, but not as an apprentice.

18. Hours per Week Worked in Paid Full-time Employment at Time of Survey by Type of Employment

Type of Employment	Cook		All Trades	
	N	Average # Hours	N	Average # Hours
Apprentice in Trade	77	45.6	1140	45.1
Directly Related to Trade	17	48.1	259	46.4
Indirectly Related to Trade	7	62.6	184	48.9
Not at All Related to Trade	26	42.5	561	45.6
Other	1	N/A	7	59.1
Total[1]	**128**	**46.2**	**2151**	**45.7**

[1] The responses for 19 apprentices overall were unknown.

19. Hourly Wage of Apprentices in Paid Full-time Employment at Time of Survey by Type of Employment

Type of Employment	Cook		All Trades	
	N	Average Hourly Wage	N	Average Hourly Wage
Apprentice in Trade	77	$10.54	1140	$13.69
Directly Related to Trade	17	$10.50	259	$16.28
Indirectly Related to Trade	7	$11.29	184	$16.11
Not at All Related to Trade	26	$18.43	561	$12.43
Other	1	N/A	7	$17.50
Total[1]	**128**	**$12.16**	**2151**	**$13.90**

[1] The responses for 19 apprentices overall were unknown.

20. Union Membership

Union Membership	Cook		All Trades	
	N	%	N	%
Union	81	31.3	1266	28.8
Non-Union	175	67.6	3111	70.7
Unknown	3	1.2	24	0.5
Total	**259**	**100.0**	**4401**	**100.0**

21. Union Affiliation

Union	N	%
NAPE	33	40.7
CAW	15	18.5
CUPE	7	8.6
UFCW	5	6.2
FFAW/CAW	3	3.7
Other/Unknown	18	22.2
Total	**81**	**100.0**

22. Satisfaction

Satisfaction	Choice of Trade		Entry-Level Training		On-the-job Experience	
	N	%	N	%	N	%
Satisfied	218	84.2	214	83.3	169	97.1
Not Satisfied	41	15.8	34	13.2	4	2.3
Unknown	0	0.0	9	3.5	1	0.6
Total[1]	**259**	**100.0**	**257**	**100.0**	**174**	**100.0**

[1] Total for "Choice of Trade" represents all Cook apprentices; total for "Entry-level Training" represents all who attended training; total for "On-the-job Experience" is only for those who logged hours and completed entry-level prior to June 30, 2002

23. Number of Registrations and Certifications in Newfoundland and Labrador, 1996-2002[1]

Year	Registered Apprentices		Trades Qualifiers		Total[2]	
	# Registrations	# Certifications	# Registrations	# Certifications	# Registrations	# Certifications
1996	19	15	6	30	25	45
1997	131	25	10	10	141	35
1998	71	27	2	4	73	31
1999	191	18	3	12	194	30
2000	145	13	9	7	154	20
2001	82	8	3	3	85	11
2002	94	6	5	2	99	8
Total	**733**	**112**	**38**	**68**	**771**	**180**

[1] Source: Division of Institutional and Industrial Training.

[2] Total refers to combination of Registered Apprentices and Trades Qualifiers

Hairstylist

1. Response Rate

Gender	Hairstylist						All Trades					
	Completed Survey		Did Not Complete Survey		Total		Completed Survey		Did Not Complete Survey		Total	
	N	%	N	%	N	%	N	%	N	%	N	%
Female	417	37.6	692	62.4	1109	100.0	604	41.4	856	58.6	1460	100.0
Male	17	28.8	42	71.2	59	100.0	3797	52.1	3484	47.9	7281	100.0
Total	**434**	**37.2**	**734**	**62.8**	**1168**	**100.0**	**4401**	**50.3**	**4340**	**49.7**	**8741**	**100.0**

2. Average Age

Hairstylist		All Trades	
N	Average Age in Years	N	Average Age in Years
434	28.4	4401	30.4

3. Employment Status Prior to Registering as Apprentice

Status	Hairstylist		All Trades	
	N	%	N	%
Employed	185	42.6	2334	53.0
Unemployed	165	38.0	1439	32.7
High School	49	11.3	350	8.0
Post-Secondary Education	13	3.0	179	4.1
Out of Labour Market	20	4.6	64	1.5
Seasonal	0	0.0	20	0.5
Other/Unknown	2	0.5	15	0.3
Total	**434**	**100.0**	**4401**	**100.0**

4. Entry-level Completion Status

Entry-level Completion Status	Hairstylist		All Trades	
	N	%	N	%
Completed	387	89.2	3792	86.2
Dropped	39	9.0	342	7.8
In Progress	4	0.9	108	2.5
Not Started	1	0.2	94	2.1
Unknown	3	0.7	65	1.5
Total	**434**	**100.0**	**4401**	**100.0**

5. Year Completed Entry-level Courses

Year Completed Entry-level Courses	Hairstylist		All Trades	
	N	%	N	%
2003	14	3.6	110	2.9
2002	80	20.7	897	23.7
2001	75	19.4	685	18.1
2000	65	16.8	642	16.9
1999	50	13.0	484	12.8
1998	28	7.3	243	6.4
1997	23	6.0	112	3.0
1996	4	1.0	36	0.9
1991-1995	4	1.0	97	2.6
Prior to 1991	0	0.0	32	0.8
Unknown/Not Certain	44	11.4	454	12.0
Total	**387**	**100.0**	**3792**	**100.0**

6. Main Reason for Dropping Entry-level Courses

Main Reason for Dropping Entry-level Courses	N	%
Personal/Family issues	14	35.9
Lost interest in trade	8	20.5
Could not get student loan	3	7.7
Instruction/Instructors	3	7.7
Program changed/School closed	3	7.7
Other Reasons/Unknown	8	20.5
Total	**39**	**100.0**

7. Pubic/Private Institution Attended for Training

Institution Type	Hairstylist		All Trades	
	N	%	N	%
Public	94	21.7	2268	52.7
Private	335	77.4	1881	43.7
Other/Unknown	4	0.9	158	3.7
Total	**433**	**100.0**	**4307**	**100.0**

8. Method of Instruction for Entry-level Training Courses

Method of Instruction	Hairstylist		All Trades	
	N	%	N	%
Lecture-based	295	68.1	2448	56.8
Self-paced	94	21.7	1476	34.3
Other/Unknown	44	10.2	383	8.9
Total	**433**	**100.0**	**4307**	**100.0**

9. Main Source of Funding for Entry-level Training

Main Source of Funding	Hairstylist		All Trades	
	N	%	N	%
HRSD	113	26.1	2294	53.3
Government Student Loans	255	58.9	1253	29.1
Personal Savings/Work Income	24	5.5	363	8.4
Parents	20	4.6	143	3.3
Other Types of Loans	10	2.3	67	1.6
Employer/Union	1	0.2	50	1.2
Native Band Council/Association	6	1.4	41	1.0
Worker's Compensation	1	0.2	23	0.5
Other/Unknown	3	0.7	73	1.7
Total	**433**	**100.0**	**4307**	**100.0**

10. Logging On-the-job Hours[1]

Logging On-the-job Hours	Hairstylist		All Trades	
	N	%	N	%
Logged Hours	219	79.3	2255	79.1
Did Not Log Hours	56	20.3	593	20.8
Unknown	1	0.4	3	0.1
Total	**276**	**100.0**	**2851**	**100.0**

[1] Apprentices completing Entry-level prior to June 30, 2002

11. Where On-the-job Hours Were Logged

Where On-the-job Hours Were Logged	Hairstylist		All Trades	
	N	%	N	%
Newfoundland and Labrador Only	276	87.6	2310	69.4
Both In and Out of Newfoundland and Labrador	29	9.2	585	17.6
Outside Newfoundland and Labrador Only	10	3.2	431	13.0
Total[1]	**315**	**100.0**	**3327**	**100.0**

[1] Response for 1 apprentice was unknown.

12. Intent to Write Journeyperson's Exam

Intent To Write Journeyperson's Exam	Hairstylist		All Trades	
	N	%	N	%
Intend to Write	185	58.7	2711	81.5
Do Not Intend to Write	88	27.9	443	13.3
Unknown	42	13.3	173	5.2
Total	**315**	**100.0**	**3327**	**100.0**

13. Reasons for Not Intending to Write Journeyperson's Exam

Reason for Not Intending to Write Journeyperson's Exam	N	%
Not interested in trade	19	43.2
Personal/Family issues	11	25.0
Found a job outside trade	11	25.0
Does not feel ready to write	6	13.6
Lack of financing	4	9.1
Other reasons	14	31.8
Total[1]	**44**	**100.0**

[1] Multiple responses allowed

[2] Only 44 of 88 Hairstylist and 183 of 443 apprentices overall who did not intend to write the journeyperson's exam were asked this question

14. Difficulty Finding Trade-related Employment

Difficulty Finding Trade-related Employment	Hairstylist		All Trades	
	N	%	N	%
Difficulty	84	19.4	1593	36.2
No Difficulty	306	70.5	2525	57.4
Not Applicable - Not Looking for Work	43	9.9	268	6.1
Unknown	1	0.2	15	0.3
Total	**434**	**100.0**	**4401**	**100.0**

15. Reasons for Difficulty Finding Trade-related Employment

Reason for Difficulty Finding Trade-related Employment	Hairstylist		All Trades	
	N	%	N	%
No jobs	63	75.0	1151	72.3
Employers want workers with more experience	8	9.5	388	24.4
Unable to get into the union	2	2.4	184	11.6
Other reasons	25	29.8	267	16.8
Total[1]	**84**	**100.0**	**1593**	**100.0**

[1] Multiple responses allowed

16. Employment Status at Time of Survey (February - May 2003)

Status	Hairstylist		All Trades	
	N	%	N	%
Employed Full-time	218	50.2	2170	49.3
Employed Part-time	52	12.0	186	4.2
Seasonal	1	0.2	200	4.5
Unemployed	108	24.9	1461	33.2
Enrolled in Education	29	6.7	298	6.8
Out of Labour Market	26	6.0	79	1.8
Other/Unknown	0	0.0	7	0.2
Total	**434**	**100.0**	**4401**	**100.0**

17. Type of Full-time Employment at Time of Survey

Status	Hairstylist		All Trades	
	N	%	N	%
Apprentice in Trade	128	58.7	1140	52.5
Directly Related to Trade[1]	21	9.6	259	11.9
Indirectly Related to Trade	0	0.0	184	8.5
Not at All Related to Trade	66	30.3	561	25.9
Other/Unknown	3	1.4	26	1.2
Total	**218**	**100.0**	**2170**	**100.0**

[1] "Directly Related to Trade" means the individual is working in their trade, but not as an apprentice.

18. Hours per Week Worked in Paid Full-time Employment at Time of Survey by Type of Employment

Type of Employment	Hairstylist		All Trades	
	N	Average # Hours	N	Average # Hours
Apprentice in Trade	128	39.2	1140	45.1
Directly Related to Trade	21	39.1	259	46.4
Indirectly Related to Trade	0	N/A	184	48.9
Not at All Related to Trade	66	39.3	561	45.6
Other	1	70.0	7	59.1
Total[1]	**216**	**39.4**	**2151**	**45.7**

[1] The responses for 2 Hairstylist apprentices and 19 apprentices overall were unknown.

19. Hourly Wage of Apprentices in Paid Full-time Employment at Time of Survey by Type of Employment

Type of Employment	Hairstylist		All Trades	
	N	Average Hourly Wage	N	Average Hourly Wage
Apprentice in Trade	128	$7.28	1140	$13.69
Directly Related to Trade	21	$7.29	259	$16.28
Indirectly Related to Trade	0	N/A	184	$16.11
Not at All Related to Trade	66	$8.19	561	$12.43
Other	1	N/A	7	$17.50
Total[1]	**216**	**$7.62**	**2151**	**$13.90**

[1] The responses for 2 Hairstylist apprentices and 19 apprentices overall were unknown.

20. Union Membership

Union Membership	Hairstylist		All Trades	
	N	%	N	%
Union	16	3.7	1266	28.8
Non-Union	418	96.3	3111	70.7
Unknown	0	0.0	24	0.5
Total	**434**	**100.0**	**4401**	**100.0**

21. Union Affiliation

Union	N	%
NAPE	6	37.5
FFAW/CAW	3	18.8
Other/Unknown	7	43.8
Total	**16**	**100.0**

22. Satisfaction

Satisfaction	Choice of Trade		Entry-Level Training		On-the-job Experience	
	N	%	N	%	N	%
Satisfied	324	74.7	371	85.7	210	95.9
Not Satisfied	104	24.0	60	13.9	9	4.1
Unknown	6	1.4	2	0.5	0	0.0
Total[1]	**434**	**100.0**	**433**	**100.0**	**219**	**100.0**

[1] Total for "Choice of Trade" represents all Hairstylist apprentices; total for "Entry-level Training" represents all who attended training; total for "On-the-job Experience" is only for those who logged hours and completed entry-level prior to June 30, 2002.

23. Number of Registrations and Certifications in Newfoundland and Labrador, 1996-2002[1]

Year	Registered Apprentices		Trades Qualifiers		Total[2]	
	# Registrations	# Certifications	# Registrations	# Certifications	# Registrations	# Certifications
1996	108	24	0	9	108	33
1997	454	17	1	6	455	23
1998	128	7	1	8	129	15
1999	263	6	0	8	263	14
2000	191	4	0	3	191	7
2001	172	5	4	9	176	14
2002	221	3	0	4	221	7
Total	**1537**	**66**	**6**	**47**	**1543**	**113**

[1] Source: Division of Institutional and Industrial Training

[2] Total refers to combination of Registered Apprentices and Trades Qualifiers

Heavy Duty Equipment Technician

1. Response Rate

Gender	Heavy Duty Equipment Technician						All Trades					
	Completed Survey		Did Not Complete Survey		Total		Completed Survey		Did Not Complete Survey		Total	
	N	%	N	%	N	%	N	%	N	%	N	%
Female	2	100.0	0	0.0	2	100.0	604	41.4	856	58.6	1460	100.0
Male	192	52.2	176	47.8	368	100.0	3797	52.1	3484	47.9	7281	100.0
Total	**194**	**52.4**	**176**	**47.6**	**370**	**100.0**	**4401**	**50.3**	**4340**	**49.7**	**8741**	**100.0**

2. Average Age

Heavy Duty Equipment Technician		All Trades	
N	Average Age in Years	N	Average Age in Years
194	28.7	4401	30.4

3. Employment Status Prior to Registering as Apprentice

Status	Heavy Duty Equipment Technician		All Trades	
	N	%	N	%
Employed	88	45.4	2334	53.0
Unemployed	67	34.5	1439	32.7
High School	20	10.3	350	8.0
Post-Secondary Education	16	8.3	179	4.1
Out of Labour Market	2	1.0	64	1.5
Seasonal	1	0.5	20	0.5
Other/Unknown	0	0.0	15	0.3
Total	**194**	**100.0**	**4401**	**100.0**

4. Entry-level Completion Status

Entry-level Completion Status	Heavy Duty Equipment Technician		All Trades	
	N	%	N	%
Completed	158	81.4	3792	86.2
Dropped	28	14.4	342	7.8
In Progress	5	2.6	108	2.5
Not Started	2	1.0	94	2.1
Unknown	1	0.5	65	1.5
Total	**194**	**100.0**	**4401**	**100.0**

5. Year Completed Entry-level Courses

Year Completed Entry-level Courses	Heavy Duty Equipment Technician		All Trades	
	N	%	N	%
2003	5	3.2	110	2.9
2002	30	19.0	897	23.7
2001	19	12.0	685	18.1
2000	19	12.0	642	16.9
1999	28	17.7	484	12.8
1998	18	11.4	243	6.4
1997	10	6.3	112	3.0
1996	2	1.3	36	0.9
1991-1995	1	0.6	97	2.6
Prior to 1991	0	0.0	32	0.8
Unknown/Not Certain	26	16.5	454	12.0
Total	**158**	**100.0**	**3792**	**100.0**

6. Main Reason for Dropping Entry-level Courses

Main Reason for Dropping Entry-level Courses	N	%
Could not pay for in-class training tuition	8	28.6
Started a job	5	17.9
Pursued other education/training	4	14.3
Lost interest in trade	2	7.1
Difficulty of program	2	7.1
Other Reasons/Unknown	7	25.0
Total	**28**	**100.0**

7. Pubic/Private Institution Attended for Training

Institution Type	Heavy Duty Equipment Technician		All Trades	
	N	%	N	%
Public	123	64.1	2268	52.7
Private	65	33.9	1881	43.7
Other/Unknown	4	2.1	158	3.7
Total	**192**	**100.0**	**4307**	**100.0**

8. Method of Instruction for Entry-level Training Courses

Method of Instruction	Heavy Duty Equipment Technician		All Trades	
	N	%	N	%
Lecture-based	90	46.9	2448	56.8
Self-paced	93	48.4	1476	34.3
Other/Unknown	9	4.7	383	8.9
Total	**192**	**100.0**	**4307**	**100.0**

9. Main Source of Funding for Entry-level Training

Main Source of Funding	Heavy Duty Equipment Technician		All Trades	
	N	%	N	%
HRSD	96	50.0	2294	53.3
Government Student Loans	65	33.9	1253	29.1
Personal Savings/Work Income	13	6.8	363	8.4
Parents	11	5.7	143	3.3
Other Types of Loans	3	1.6	67	1.6
Employer/Union	1	0.5	50	1.2
Native Band Council/Association	2	1.0	41	1.0
Worker's Compensation	0	0.0	23	0.5
Other/Unknown	1	0.5	73	1.7
Total	**192**	**100.0**	**4307**	**100.0**

10. Logging On-the-job Hours[1]

Logging On-the-job Hours	Heavy Duty Equipment Technician		All Trades	
	N	%	N	%
Logged Hours	83	76.1	2255	79.1
Did Not Log Hours	26	23.9	593	20.8
Unknown	0	0.0	3	0.1
Total	**109**	**100.0**	**2851**	**100.0**

[1] Apprentices completing Entry-level prior to June 30, 2002

11. Where On-the-job Hours Were Logged

Where On-the-job Hours Were Logged	Heavy Duty Equipment Technician		All Trades	
	N	%	N	%
Newfoundland and Labrador Only	90	66.7	2310	69.4
Both In and Out of Newfoundland and Labrador	20	14.8	585	17.6
Outside Newfoundland and Labrador Only	25	18.5	431	13.0
Total[1]	**135**	**100.0**	**3327**	**100.0**

[1] Response for 1 apprentice was unknown.

12. Intent to Write Journeyperson's Exam

Intent To Write Journeyperson's Exam	Heavy Duty Equipment Technician		All Trades	
	N	%	N	%
Intend to Write	105	77.8	2711	81.5
Do Not Intend to Write	29	21.5	443	13.3
Unknown	1	0.7	173	5.2
Total	**135**	**100.0**	**3327**	**100.0**

13. Reasons for Not Intending to Write Journeyperson's Exam

Reason for Not Intending to Write Journeyperson's Exam	N	%
Could not find a job in trade	3	30.0
Not interested in trade	2	20.0
Found a job outside trade	1	10.0
Other reasons	1	10.0
Total[1]	**10**	**100.0**

[1] Multiple responses allowed

[2] Only 10 of 29 Heavy Duty Equipment Technician and 183 of 443 apprentices overall who did not intend to write the journeyperson's exam were asked this question.

14. Difficulty Finding Trade-related Employment

Difficulty Finding Trade-related Employment	Heavy Duty Equipment Technician		All Trades	
	N	%	N	%
Difficulty	89	45.9	1593	36.2
No Difficulty	96	49.5	2525	57.4
Not Applicable - Not Looking for Work	8	4.1	268	6.1
Unknown	1	0.5	15	0.3
Total	**194**	**100.0**	**4401**	**100.0**

15. Reasons for Difficulty Finding Trade-related Employment

Reason for Difficulty Finding Trade-related Employment	Heavy Duty Equipment Technician		All Trades	
	N	%	N	%
No jobs	66	74.2	1151	72.3
Employers want workers with more experience	30	33.7	388	24.4
Unable to get into the union	9	10.1	184	11.6
Other reasons	13	14.6	267	16.8
Total[1]	**89**	**100.0**	**1593**	**100.0**

[1] Multiple responses allowed

16. Employment Status at Time of Survey (February - May 2003)

Status	Heavy Duty Equipment Technician		All Trades	
	N	%	N	%
Employed Full-time	118	60.8	2170	49.3
Employed Part-time	9	4.6	186	4.2
Seasonal	9	4.6	200	4.5
Unemployed	45	23.2	1461	33.2
Enrolled in Education	12	6.2	298	6.8
Out of Labour Market	1	0.5	79	1.8
Other/Unknown	0	0.0	7	0.2
Total	**194**	**100.0**	**4401**	**100.0**

17. Type of Full-time Employment at Time of Survey

Status	Heavy Duty Equipment Technician		All Trades	
	N	%	N	%
Apprentice in Trade	44	37.3	1140	52.5
Directly Related to Trade[1]	22	18.6	259	11.9
Indirectly Related to Trade	18	15.3	184	8.5
Not at All Related to Trade	33	28.0	561	25.9
Other/Unknown	1	0.8	26	1.2
Total	**118**	**100.0**	**2170**	**100.0**

[1] "Directly Related to Trade" means the individual is working in their trade, but not as an apprentice.

18. Hours per Week Worked in Paid Full-time Employment at Time of Survey by Type of Employment

Type of Employment	Heavy Duty Equipment Technician		All Trades	
	N	Average # Hours	N	Average # Hours
Apprentice in Trade	44	45.8	1140	45.1
Directly Related to Trade	22	48.8	259	46.4
Indirectly Related to Trade	18	50.7	184	48.9
Not at All Related to Trade	33	49.0	561	45.6
Other	0	N/A	7	59.1
Total[1]	**117**	**48.0**	**2151**	**45.7**

[1] The responses for 1 Heavy Duty Equipment Technician apprentice and 19 apprentices overall were unknown.

19. Hourly Wage of Apprentices in Paid Full-time Employment at Time of Survey by Type of Employment

Type of Employment	Heavy Duty Equipment Technician		All Trades	
	N	Average Hourly Wage	N	Average Hourly Wage
Apprentice in Trade	44	$13.00	1140	$13.69
Directly Related to Trade	22	$15.44	259	$16.28
Indirectly Related to Trade	18	$14.00	184	$16.11
Not at All Related to Trade	33	$12.93	561	$12.43
Other	0	N/A	7	$17.50
Total[1]	**117**	**$13.57**	**2151**	**$13.90**

[1] The responses for 1 Heavy Duty Equipment Technician apprentice and 19 apprentices overall were unknown.

20. Union Membership

Union Membership	Heavy Duty Equipment Technician		All Trades	
	N	%	N	%
Union	41	21.1	1266	28.8
Non-Union	153	78.9	3111	70.7
Unknown	0	0.0	24	0.5
Total	**194**	**100.0**	**4401**	**100.0**

21. Union Affiliation

Union	N	%
IUOE	12	29.3
NAPE	9	22.0
USWA	3	7.3
CEP - Communications, Energy & Paperworks	3	7.3
Other/Unknown	14	34.1
Total	**41**	**100.0**

22. Satisfaction

Satisfaction	Choice of Trade		Entry-Level Training		On-the-job Experience	
	N	%	N	%	N	%
Satisfied	165	85.1	146	76.0	78	94.0
Not Satisfied	28	14.4	37	19.3	5	6.0
Unknown	1	0.5	9	4.7	0	0.0
Total[1]	**194**	**100.0**	**192**	**100.0**	**83**	**100.0**

[1] Total for "Choice of Trade" represents all Heavy Duty Equipment Technician apprentices; total for "Entry-level Training" represents all who attended training; total for "On-the-job Experience" is only for those who logged hours and completed entry-level prior to June 30, 2002.

23. Number of Registrations and Certifications in Newfoundland and Labrador, 1996-2002[1]

Year	Registered Apprentices		Trades Qualifiers		Total[2]	
	# Registrations	# Certifications	# Registrations	# Certifications	# Registrations	# Certifications
1996	7	6	3	11	10	17
1997	111	1	6	0	117	1
1998	72	4	3	7	75	11
1999	140	6	1	6	141	12
2000	54	7	4	13	58	20
2001	53	10	13	25	66	35
2002	48	10	5	21	53	31
Total	**485**	**44**	**35**	**83**	**520**	**127**

[1] Source: Division of Institutional and Industrial Training.

[2] Total refers to combination of Registered Apprentices and Trades Qualifiers

Heavy Equipment Operator

1. Response Rate

Gender	Heavy Equipment Operator						All Trades					
	Completed Survey		Did Not Complete Survey		Total		Completed Survey		Did Not Complete Survey		Total	
	N	%	N	%	N	%	N	%	N	%	N	%
Female	15	60.0	10	40.0	25	100.0	604	41.4	856	58.6	1460	100.0
Male	483	52.8	432	47.2	915	100.0	3797	52.1	3484	47.9	7281	100.0
Total	**498**	**53.0**	**442**	**47.0**	**940**	**100.0**	**4401**	**50.3**	**4340**	**49.7**	**8741**	**100.0**

2. Average Age

Heavy Equipment Operator		All Trades	
N	Average Age in Years	N	Average Age in Years
498	34.0	4401	30.4

3. Employment Status Prior to Registering as Apprentice

Status	Heavy Equipment Operator		All Trades	
	N	%	N	%
Employed	224	45.0	2334	53.0
Unemployed	224	45.0	1439	32.7
High School	18	3.6	350	8.0
Post-Secondary Education	15	3.0	179	4.1
Out of Labour Market	11	2.2	64	1.5
Seasonal	4	0.8	20	0.5
Other/Unknown	2	0.4	15	0.3
Total	**498**	**100.0**	**4401**	**100.0**

4. Entry-level Completion Status

Entry-level Completion Status	Heavy Equipment Operator		All Trades	
	N	%	N	%
Completed	480	96.4	3792	86.2
Dropped	12	2.4	342	7.8
In Progress	1	0.2	108	2.5
Not Started	0	0.0	94	2.1
Unknown	5	1.0	65	1.5
Total	**498**	**100.0**	**4401**	**100.0**

5. Year Completed Entry-level Courses

Year Completed Entry-level Courses	Heavy Equipment Operator		All Trades	
	N	%	N	%
2003	15	3.1	110	2.9
2002	118	24.6	897	23.7
2001	90	18.8	685	18.1
2000	97	20.2	642	16.9
1999	80	16.7	484	12.8
1998	15	3.1	243	6.4
1997	3	0.6	112	3.0
1996	1	0.2	36	0.9
1991-1995	1	0.2	97	2.6
Prior to 1991	1	0.2	32	0.8
Unknown/Not Certain	59	12.3	454	12.0
Total	**480**	**100.0**	**3792**	**100.0**

6. Main Reason for Dropping Entry-level Courses

Main Reason for Dropping Entry-level Courses	N	%
Started a job	4	33.3
Could not pay for in-class training tuition	2	16.7
Other Reasons/Unknown	6	50.0
Total	**12**	**100.0**

7. Pubic/Private Institution Attended for Training

Institution Type	Heavy Equipment Operator		All Trades	
	N	%	N	%
Public	90	18.1	2268	52.7
Private	397	79.7	1881	43.7
Other/Unknown	11	2.2	158	3.7
Total	**498**	**100.0**	**4307**	**100.0**

8. Method of Instruction for Entry-level Training Courses

Method of Instruction	Heavy Equipment Operator		All Trades	
	N	%	N	%
Lecture-based	329	66.1	2448	56.8
Self-paced	130	26.1	1476	34.3
Other/Unknown	39	7.8	383	8.9
Total	**498**	**100.0**	**4307**	**100.0**

9. Main Source of Funding for Entry-level Training

Main Source of Funding	Heavy Equipment Operator		All Trades	
	N	%	N	%
HRSD	349	70.1	2294	53.3
Government Student Loans	71	14.3	1253	29.1
Personal Savings/Work Income	27	5.4	363	8.4
Parents	9	1.8	143	3.3
Other Types of Loans	10	2.0	67	1.6
Employer/Union	0	0.0	50	1.2
Native Band Council/Association	8	1.6	41	1.0
Worker's Compensation	17	3.4	23	0.5
Other/Unknown	6	1.2	73	1.7
Total	**498**	**100.0**	**4307**	**100.0**

10. Logging On-the-job Hours[1]

Logging On-the-job Hours	Heavy Equipment Operator		All Trades	
	N	%	N	%
Logged Hours	224	63.5	2255	79.1
Did Not Log Hours	129	36.5	593	20.8
Unknown	0	0.0	3	0.1
Total	**353**	**100.0**	**2851**	**100.0**

[1] Apprentices completing Entry-level prior to June 30, 2002

11. Where On-the-job Hours Were Logged

Where On-the-job Hours Were Logged	Heavy Equipment Operator		All Trades	
	N	%	N	%
Newfoundland and Labrador Only	165	55.2	2310	69.4
Both In and Out of Newfoundland and Labrador	43	14.4	585	17.6
Outside Newfoundland and Labrador Only	91	30.4	431	13.0
Total[1]	**299**	**100.0**	**3327**	**100.0**

[1] Response for 1 apprentice was unknown.

12. Intent to Write Journeyperson's Exam

Intent To Write Journeyperson's Exam	Heavy Equipment Operator		All Trades	
	N	%	N	%
Intend to Write	225	75.3	2711	81.5
Do Not Intend to Write	55	18.4	443	13.3
Unknown	19	6.4	173	5.2
Total	**299**	**100.0**	**3327**	**100.0**

13. Reasons for Not Intending to Write Journeyperson's Exam

Reason for Not Intending to Write Journeyperson's Exam	N	%
Do not think I need certification	8	36.4
Not interested in trade	6	27.3
Could not find a job in trade	5	22.7
Does not feel ready to write	5	22.7
Personal/Family issues	3	13.6
Other reasons	4	18.2
Total[1]	**22**	**100.0**

[1] Multiple responses allowed

[2] Only 22 of 33 Heavy Equipment Operator and 183 of 443 apprentices overall who did not intend to write the journeyperson's exam were asked this question

14. Difficulty Finding Trade-related Employment

Difficulty Finding Trade-related Employment	Heavy Equipment Operator		All Trades	
	N	%	N	%
Difficulty	259	52.0	1593	36.2
No Difficulty	205	41.2	2525	57.4
Not Applicable - Not Looking for Work	31	6.2	268	6.1
Unknown	3	0.6	15	0.3
Total	**498**	**100.0**	**4401**	**100.0**

15. Reasons for Difficulty Finding Trade-related Employment

Reason for Difficulty Finding Trade-related Employment	Heavy Equipment Operator		All Trades	
	N	%	N	%
No jobs	141	54.4	1151	72.3
Employers want workers with more experience	128	49.4	388	24.4
Unable to get into the union	30	11.6	184	11.6
Other reasons	15	5.8	267	16.8
Total[1]	**259**	**100.0**	**1593**	**100.0**

[1] Multiple responses allowed

16. Employment Status at Time of Survey (February - May 2003)

Status	Heavy Equipment Operator		All Trades	
	N	%	N	%
Employed Full-time	194	39.0	2170	49.3
Employed Part-time	19	3.8	186	4.2
Seasonal	53	10.6	200	4.5
Unemployed	210	42.2	1461	33.2
Enrolled in Education	13	2.6	298	6.8
Out of Labour Market	9	1.8	79	1.8
Other/Unknown	0	0.0	7	0.2
Total	**498**	**100.0**	**4401**	**100.0**

17. Type of Full-time Employment at Time of Survey

Status	Heavy Equipment Operator		All Trades	
	N	%	N	%
Apprentice in Trade	63	32.5	1140	52.5
Directly Related to Trade[1]	26	13.4	259	11.9
Indirectly Related to Trade	31	16.0	184	8.5
Not at All Related to Trade	70	36.1	561	25.9
Other/Unknown	4	2.1	26	1.2
Total	**194**	**100.0**	**2170**	**100.0**

[1] "Directly Related to Trade" means the individual is working in their trade, but not as an apprentice.

18. Hours per Week Worked in Paid Full-time Employment at Time of Survey by Type of Employment

Type of Employment	Heavy Equipment Operator		All Trades	
	N	Average # Hours	N	Average # Hours
Apprentice in Trade	63	53.5	1140	45.1
Directly Related to Trade	26	54.6	259	46.4
Indirectly Related to Trade	31	51.2	184	48.9
Not at All Related to Trade	70	47.5	561	45.6
Other	1	60.0	7	59.1
Total[1]	**191**	**51.1**	**2151**	**45.7**

[1] The responses for 3 Heavy Equipment Operator apprentices and 19 apprentices overall were unknown.

19. Hourly Wage of Apprentices in Paid Full-time Employment at Time of Survey by Type of Employment

Type of Employment	Heavy Equipment Operator		All Trades	
	N	Average Hourly Wage	N	Average Hourly Wage
Apprentice in Trade	63	$15.21	1140	$13.69
Directly Related to Trade	26	$18.92	259	$16.28
Indirectly Related to Trade	31	$16.68	184	$16.11
Not at All Related to Trade	70	$13.71	561	$12.43
Other	1	$10.00	7	$17.50
Total[1]	**191**	**$15.44**	**2151**	**$13.90**

[1] The responses for 3 Heavy Equipment Operator apprentices and 19 apprentices overall were unknown.

20. Union Membership

Union Membership	Heavy Equipment Operator		All Trades	
	N	%	N	%
Union	127	25.5	1266	28.8
Non-Union	369	74.1	3111	70.7
Unknown	2	0.4	24	0.5
Total	**498**	**100.0**	**4401**	**100.0**

21. Union Affiliation

Union	N	%
IUOE	48	37.8
NAPE	12	9.5
Labourers International Union	12	9.5
CUPE	10	7.9
USWA	8	6.3
Other/Unknown	37	29.1
Total	**127**	**100.0**

22. Satisfaction

Satisfaction	Choice of Trade		Entry-Level Training		On-the-job Experience	
	N	%	N	%	N	%
Satisfied	435	87.4	435	87.4	219	97.8
Not Satisfied	59	11.9	58	11.7	4	1.8
Unknown	4	0.8	5	1.0	1	0.4
Total[1]	**498**	**100.0**	**498**	**100.0**	**224**	**100.0**

[1] Total for "Choice of Trade" represents all Heavy Equipment Operator apprentices; total for "Entry-level Training" represents all who attended training; total for "On-the-job Experience" is only for those who logged hours and completed entry-level prior to June 30, 2002.

23. Number of Registrations and Certifications in Newfoundland and Labrador, 1996-2002[1]

Year	Registered Apprentices		Trades Qualifiers		Total[2]	
	# Registrations	# Certifications	# Registrations	# Certifications	# Registrations	# Certifications
1996	3	0	2	16	5	16
1997	25	2	6	27	31	29
1998	91	0	8	44	99	44
1999	318	1	3	15	321	16
2000	187	1	22	23	209	24
2001	206	0	52	61	258	61
2002	246	1	18	20	264	21
Total	**1076**	**5**	**111**	**206**	**1187**	**211**

[1] Source: Division of Institutional and Industrial Training

[2] Total refers to combination of Registered Apprentices and Trades Qualifiers

Industrial Electrician

1. Response Rate

Gender	Industrial Electrician						All Trades					
	Completed Survey		Did Not Complete Survey		Total		Completed Survey		Did Not Complete Survey		Total	
	N	%	N	%	N	%	N	%	N	%	N	%
Female	0	0.0	1	100.0	1	100.0	604	41.4	856	58.6	1460	100.0
Male	45	32.8	92	67.2	137	100.0	3797	52.1	3484	47.9	7281	100.0
Total	**45**	**32.6**	**93**	**67.4**	**138**	**100.0**	**4401**	**50.3**	**4340**	**49.7**	**8741**	**100.0**

2. Average Age

Industrial Electrician		All Trades	
N	Average Age in Years	N	Average Age in Years
45	35.9	4401	30.4

3. Employment Status Prior to Registering as Apprentice

Status	Industrial Electrician		All Trades	
	N	%	N	%
Employed	29	64.4	2334	53.0
Unemployed	11	24.4	1439	32.7
High School	1	2.2	350	8.0
Post-Secondary Education	4	8.9	179	4.1
Out of Labour Market	0	0.0	64	1.5
Seasonal	0	0.0	20	0.5
Other/Unknown	0	0.0	15	0.3
Total	**45**	**100.0**	**4401**	**100.0**

4. Entry-level Completion Status

Entry-level Completion Status	Industrial Electrician		All Trades	
	N	%	N	%
Completed	30	66.7	3792	86.2
Dropped	7	15.6	342	7.8
In Progress	4	8.9	108	2.5
Not Started	3	6.7	94	2.1
Unknown	1	2.2	65	1.5
Total	**45**	**100.0**	**4401**	**100.0**

5. Year Completed Entry-level Courses

Year Completed Entry-level Courses	Industrial Electrician		All Trades	
	N	%	N	%
2003	0	0.0	110	2.9
2002	4	13.3	897	23.7
2001	6	20.0	685	18.1
2000	6	20.0	642	16.9
1999	3	10.0	484	12.8
1998	1	3.3	243	6.4
1997	1	3.3	112	3.0
1996	0	0.0	36	0.9
1991-1995	3	10.0	97	2.6
Prior to 1991	2	6.7	32	0.8
Unknown/Not Certain	4	13.3	454	12.0
Total	**30**	**100.0**	**3792**	**100.0**

6. Main Reason for Dropping Entry-level Courses

Main Reason for Dropping Entry-level Courses	N	%
Started a job	3	42.9
Could not pay for in-class training tuition	1	14.3
Did not fee training was necessary	1	14.3
Other Reasons/Unknown	2	28.6
Total	**7**	**100.0**

7. Pubic/Private Institution Attended for Training

Institution Type	Industrial Electrician		All Trades	
	N	%	N	%
Public	37	88.1	2268	52.7
Private	0	0.0	1881	43.7
Other/Unknown	5	11.9	158	3.7
Total	**42**	**100.0**	**4307**	**100.0**

8. Method of Instruction for Entry-level Training Courses

Method of Instruction	Industrial Electrician		All Trades	
	N	%	N	%
Lecture-based	17	40.5	2448	56.8
Self-paced	24	57.1	1476	34.3
Other/Unknown	1	2.4	383	8.9
Total	**42**	**100.0**	**4307**	**100.0**

9. Main Source of Funding for Entry-level Training

Main Source of Funding	Industrial Electrician		All Trades	
	N	%	N	%
HRSD	21	50.0	2294	53.3
Government Student Loans	6	14.3	1253	29.1
Personal Savings/Work Income	9	21.4	363	8.4
Parents	2	4.8	143	3.3
Other Types of Loans	0	0.0	67	1.6
Employer/Union	4	9.5	50	1.2
Native Band Council/Association	0	0.0	41	1.0
Worker's Compensation	0	0.0	23	0.5
Other/Unknown	0	0.0	73	1.7
Total	**42**	**100.0**	**4307**	**100.0**

10. Logging On-the-job Hours[1]

Logging On-the-job Hours	Industrial Electrician		All Trades	
	N	%	N	%
Logged Hours	23	95.8	2255	79.1
Did Not Log Hours	1	4.2	593	20.8
Unknown	0	0.0	3	0.1
Total	**24**	**100.0**	**2851**	**100.0**

[1] Apprentices completing Entry-level prior to June 30, 2002

11. Where On-the-job Hours Were Logged

Where On-the-job Hours Were Logged	Industrial Electrician		All Trades	
	N	%	N	%
Newfoundland and Labrador Only	36	85.7	2310	69.4
Both In and Out of Newfoundland and Labrador	6	14.3	585	17.6
Outside Newfoundland and Labrador Only	0	0.0	431	13.0
Total[1]	**42**	**100.0**	**3327**	**100.0**

[1] Response for 1 apprentice was unknown.

12. Intent to Write Journeyperson's Exam

Intent To Write Journeyperson's Exam	Industrial Electrician		All Trades	
	N	%	N	%
Intend to Write	40	95.2	2711	81.5
Do Not Intend to Write	2	4.8	443	13.3
Unknown	0	0.0	173	5.2
Total	**42**	**100.0**	**3327**	**100.0**

13. Difficulty Finding Trade-related Employment

Difficulty Finding Trade-related Employment	Industrial Electrician		All Trades	
	N	%	N	%
Difficulty	9	20.0	1593	36.2
No Difficulty	35	77.8	2525	57.4
Not Applicable - Not Looking for Work	1	2.2	268	6.1
Unknown	0	0.0	15	0.3
Total	**45**	**100.0**	**4401**	**100.0**

14. Reasons for Difficulty Finding Trade-related Employment

Reason for Difficulty Finding Trade-related Employment	Industrial Electrician		All Trades	
	N	%	N	%
No jobs	6	66.7	1151	72.3
Employers want workers with more experience	1	11.1	388	24.4
Unable to get into the union	1	11.1	184	11.6
Other reasons	3	33.3	267	16.8
Total[1]	**9**	**100.0**	**1593**	**100.0**

[1] Multiple responses allowed

15. Employment Status at Time of Survey (February - May 2003)

Status	Industrial Electrician		All Trades	
	N	%	N	%
Employed Full-time	28	62.2	2170	49.3
Employed Part-time	0	0.0	186	4.2
Seasonal	2	4.4	200	4.5
Unemployed	9	20.0	1461	33.2
Enrolled in Education	6	13.3	298	6.8
Out of Labour Market	0	0.0	79	1.8
Other/Unknown	0	0.0	7	0.2
Total	**45**	**100.0**	**4401**	**100.0**

16. Type of Full-time Employment at Time of Survey

Status	Industrial Electrician		All Trades	
	N	%	N	%
Apprentice in Trade	13	46.4	1140	52.5
Directly Related to Trade[1]	6	21.4	259	11.9
Indirectly Related to Trade	1	3.6	184	8.5
Not at All Related to Trade	4	14.3	561	25.9
Other/Unknown	4	14.3	26	1.2
Total	**28**	**100.0**	**2170**	**100.0**

[1] "Directly Related to Trade" means the individual is working in their trade, but not as an apprentice

17. Hours per Week Worked in Paid Full-time Employment at Time of Survey by Type of Employment

Type of Employment	Industrial Electrician		All Trades	
	N	Average # Hours	N	Average # Hours
Apprentice in Trade	13	42.0	1140	45.1
Directly Related to Trade	6	49.6	259	46.4
Indirectly Related to Trade	1	40.0	184	48.9
Not at All Related to Trade	4	57.0	561	45.6
Other	0	N/A	7	59.1
Total[1]	**24**	**46.2**	**2151**	**45.7**

[1] The responses for 4 Industrial Electrician apprentices and 19 apprentices overall were unknown.

18. Hourly Wage of Apprentices in Paid Full-time Employment at Time of Survey by Type of Employment

Type of Employment	Industrial Electrician		All Trades	
	N	Average Hourly Wage	N	Average Hourly Wage
Apprentice in Trade	13	$18.91	1140	$13.69
Directly Related to Trade	6	$23.00	259	$16.28
Indirectly Related to Trade	1	$10.00	184	$16.11
Not at All Related to Trade	4	$20.00	561	$12.43
Other	0	N/A	7	$17.50
Total[1]	**24**	**$19.67**	**2151**	**$13.90**

[1] The responses for 4 Industrial Electrician apprentices and 19 apprentices overall were unknown.

19. Union Membership

Union Membership	Industrial Electrician		All Trades	
	N	%	N	%
Union	24	53.3	1266	28.8
Non-Union	19	42.2	3111	70.7
Unknown	2	4.4	24	0.5
Total	**45**	**100.0**	**4401**	**100.0**

20. Union Affiliation

Union	N	%
IBEW	16	66.7
USWA	2	8.3
Other/Unknown	6	25.0
Total	**24**	**100.0**

21. Satisfaction

Satisfaction	Choice of Trade		Entry-Level Training		On-the-job Experience	
	N	%	N	%	N	%
Satisfied	42	93.3	29	69.1	21	91.3
Not Satisfied	2	4.4	11	26.2	2	8.7
Unknown	1	2.2	2	4.5	0	0.0
Total[1]	**45**	**100.0**	**42**	**100.0**	**23**	**100.0**

[1] Total for "Choice of Trade" represents all Industrial Electrician apprentices; total for "Entry-level Training" represents all who attended training; total for "On-the-job Experience" is only for those who logged hours and completed entry-level prior to June 30, 2002.

22. Number of Registrations and Certifications in Newfoundland and Labrador, 1996-2002[1]

Year	Registered Apprentices		Trades Qualifiers		Total[2]	
	# Registrations	# Certifications	# Registrations	# Certifications	# Registrations	# Certifications
1996	16	16	1	6	17	22
1997	66	7	3	42	69	49
1998	16	3	3	47	19	50
1999	30	22	6	25	36	47
2000	35	18	3	4	38	22
2001	25	11	1	6	26	17
2002	37	7	1	8	38	15
Total	**225**	**84**	**18**	**138**	**243**	**222**

[1] Source: Division of Institutional and Industrial Training

[2] Total refers to combination of Registered Apprentices and Trades Qualifiers

Industrial Instrument Mechanic

1. Response Rate

Gender	Industrial Instrument Mechanic						All Trades					
	Completed Survey		Did Not Complete Survey		Total		Completed Survey		Did Not Complete Survey		Total	
	N	%	N	%	N	%	N	%	N	%	N	%
Female	1	33.3	2	66.7	3	100.0	604	41.4	856	58.6	1460	100.0
Male	86	58.5	61	41.5	147	100.0	3797	52.1	3484	47.9	7281	100.0
Total	**87**	**58.0**	**63**	**42.0**	**150**	**100.0**	**4401**	**50.3**	**4340**	**49.7**	**8741**	**100.0**

2. Average Age

Industrial Instrument Mechanic		All Trades	
N	Average Age in Years	N	Average Age in Years
87	36.3	4401	30.4

3. Employment Status Prior to Registering as Apprentice

Status	Industrial Instrument Mechanic		All Trades	
	N	%	N	%
Employed	39	44.8	2334	53.0
Unemployed	28	32.2	1439	32.7
High School	6	6.9	350	8.0
Post-Secondary Education	14	16.1	179	4.1
Out of Labour Market	0	0.0	64	1.5
Seasonal	0	0.0	20	0.5
Other/Unknown	0	0.0	15	0.3
Total	**87**	**100.0**	**4401**	**100.0**

4. Entry-level Completion Status

Entry-level Completion Status	Industrial Instrument Mechanic		All Trades	
	N	%	N	%
Completed	72	82.8	3792	86.2
Dropped	6	6.9	342	7.8
In Progress	3	3.5	108	2.5
Not Started	5	5.8	94	2.1
Unknown	1	1.2	65	1.5
Total	**87**	**100.0**	**4401**	**100.0**

5. Year Completed Entry-level Courses

Year Completed Entry-level Courses	Industrial Instrument Mechanic		All Trades	
	N	%	N	%
2003	0	0.0	110	2.9
2002	4	5.6	897	23.7
2001	14	19.4	685	18.1
2000	19	26.4	642	16.9
1999	18	25.0	484	12.8
1998	1	1.4	243	6.4
1997	0	0.0	112	3.0
1996	1	1.4	36	0.9
1991-1995	4	5.6	97	2.6
Prior to 1991	2	2.8	32	0.8
Unknown/Not Certain	9	12.5	454	12.0
Total	**72**	**100.0**	**3792**	**100.0**

6. Main Reason for Dropping Entry-level Courses

Main Reason for Dropping Entry-level Courses	N	%
Lost interest in trade	3	50.0
Started a job	2	33.3
Felt would not get job in trade	1	16.7
Total	**6**	**100.0**

7. Pubic/Private Institution Attended for Training

Institution Type	Industrial Instrument Mechanic		All Trades	
	N	%	N	%
Public	78	95.1	2268	52.7
Private	0	0.0	1881	43.7
Other/Unknown	4	4.9	158	3.7
Total	**82**	**100.0**	**4307**	**100.0**

8. Method of Instruction for Entry-level Training Courses

Method of Instruction	Industrial Instrument Mechanic		All Trades	
	N	%	N	%
Lecture-based	70	85.4	2448	56.8
Self-paced	9	11.0	1476	34.3
Other/Unknown	3	3.7	383	8.9
Total	**82**	**100.0**	**4307**	**100.0**

9. Main Source of Funding for Entry-level Training

Main Source of Funding	Industrial Instrument Mechanic		All Trades	
	N	%	N	%
HRSD	36	43.9	2294	53.3
Government Student Loans	15	18.3	1253	29.1
Personal Savings/Work Income	12	14.6	363	8.4
Parents	7	8.5	143	3.3
Other Types of Loans	1	1.2	67	1.6
Employer/Union	9	11.0	50	1.2
Native Band Council/Association	0	0.0	41	1.0
Worker's Compensation	0	0.0	23	0.5
Other/Unknown	2	2.4	73	1.7
Total	**82**	**100.0**	**4307**	**100.0**

10. Logging On-the-job Hours[1]

Logging On-the-job Hours	Industrial Instrument Mechanic		All Trades	
	N	%	N	%
Logged Hours	43	70.5	2255	79.1
Did Not Log Hours	18	29.5	593	20.8
Unknown	0	0.0	3	0.1
Total	**61**	**100.0**	**2851**	**100.0**

[1] Apprentices completing Entry-level prior to June 30, 2002

11. Where On-the-job Hours Were Logged

Where On-the-job Hours Were Logged	Industrial Instrument Mechanic		All Trades	
	N	%	N	%
Newfoundland and Labrador Only	31	51.7	2310	69.4
Both In and Out of Newfoundland and Labrador	14	23.3	585	17.6
Outside Newfoundland and Labrador Only	15	25.0	431	13.0
Total[1]	**60**	**100.0**	**3327**	**100.0**

[1] Response for 1 apprentice was unknown.

12. Intent to Write Journeyperson's Exam

Intent To Write Journeyperson's Exam	Industrial Instrument Mechanic		All Trades	
	N	%	N	%
Intend to Write	54	90.0	2711	81.5
Do Not Intend to Write	6	10.0	443	13.3
Unknown	0	0.0	173	5.2
Total	**60**	**100.0**	**3327**	**100.0**

13. Difficulty Finding Trade-related Employment

Difficulty Finding Trade-related Employment	Industrial Instrument Mechanic		All Trades	
	N	%	N	%
Difficulty	33	37.9	1593	36.2
No Difficulty	48	55.2	2525	57.4
Not Applicable - Not Looking for Work	6	6.9	268	6.1
Unknown	0	0.0	15	0.3
Total	**87**	**100.0**	**4401**	**100.0**

14. Reasons for Difficulty Finding Trade-related Employment

Reason for Difficulty Finding Trade-related Employment	Industrial Instrument Mechanic		All Trades	
	N	%	N	%
No jobs	22	66.7	1151	72.3
Employers want workers with more experience	7	21.2	388	24.4
Unable to get into the union	3	9.1	184	11.6
Other reasons	7	21.2	267	16.8
Total[1]	**33**	**100.0**	**1593**	**100.0**

[1] Multiple responses allowed

15. Employment Status at Time of Survey (February - May 2003)

Status	Industrial Instrument Mechanic		All Trades	
	N	%	N	%
Employed Full-time	52	59.8	2170	49.3
Employed Part-time	3	3.4	186	4.2
Seasonal	1	1.1	200	4.5
Unemployed	24	27.6	1461	33.2
Enrolled in Education	5	5.7	298	6.8
Out of Labour Market	2	2.3	79	1.8
Other/Unknown	0	0.0	7	0.2
Total	**87**	**100.0**	**4401**	**100.0**

16. Type of Full-time Employment at Time of Survey

Status	Industrial Instrument Mechanic		All Trades	
	N	%	N	%
Apprentice in Trade	21	40.4	1140	52.5
Directly Related to Trade	18	34.6	259	11.9
Indirectly Related to Trade	9	17.3	184	8.5
Not at All Related to Trade	2	3.8	561	25.9
Other/Unknown	2	3.8	26	1.2
Total	**52**	**100.0**	**2170**	**100.0**

"Directly Related to Trade" means the individual is working in their trade, but not as an apprentice.

17. Hours per Week Worked in Paid Full-time Employment at Time of Survey by Type of Employment

Type of Employment	Industrial Instrument Mechanic		All Trades	
	N	Average # Hours	N	Average # Hours
Apprentice in Trade	21	47.2	1140	45.1
Directly Related to Trade	18	45.7	259	46.4
Indirectly Related to Trade	9	48.4	184	48.9
Not at All Related to Trade	2	38.5	561	45.6
Other	0	N/A	7	59.1
Total[1]	**50**	**46.5**	**2151**	**45.7**

[1] The responses for 2 Industrial Instrument Mechanic apprentices and 19 apprentices overall were unknown.

18. Hourly Wage of Apprentices in Paid Full-time Employment at Time of Survey by Type of Employment

Type of Employment	Industrial Instrument Mechanic		All Trades	
	N	Average Hourly Wage	N	Average Hourly Wage
Apprentice in Trade	21	$22.17	1140	$13.69
Directly Related to Trade	18	$25.64	259	$16.28
Indirectly Related to Trade	9	$23.25	184	$16.11
Not at All Related to Trade	2	$31.00	561	$12.43
Other	0	N/A	7	$17.50
Total[1]	**50**	**$23.78**	**2151**	**$13.90**

[1] The responses for 2 Industrial Instrument Mechanic apprentices and 19 apprentices overall were unknown.

19. Union Membership

Union Membership	Industrial Instrument Mechanic		All Trades	
	N	%	N	%
Union	50	57.5	1266	28.8
Non-Union	37	42.5	3111	70.7
Unknown	0	0.0	24	0.5
Total	**87**	**100.0**	**4401**	**100.0**

20. Union Affiliation

Union	N	%
IBEW	32	64.0
UAP	7	14.0
USWA	5	10.0
Other/Unknown	6	12.0
Total	**50**	**100.0**

21. Satisfaction

Satisfaction	Choice of Trade		Entry-Level Training		On-the-job Experience	
	N	%	N	%	N	%
Satisfied	77	88.5	72	87.8	40	93.0
Not Satisfied	7	8.1	9	11.0	3	7.0
Unknown	3	3.5	1	1.2	0	0.0
Total[1]	**87**	**100.0**	**82**	**100.0**	**43**	**100.0**

[1] Total for "Choice of Trade" represents all Industrial Instrument Mechanic apprentices; total for "Entry-level Training" represents all who attended training; total for "On-the-job Experience" is only for those who logged hours and completed entry-level prior to June 30, 2002.

22. Number of Registrations and Certifications in Newfoundland and Labrador, 1996-2002[1]

Year	Registered Apprentices		Trades Qualifiers		Total[2]	
	# Registrations	# Certifications	# Registrations	# Certifications	# Registrations	# Certifications
1996	15	4	0	1	15	5
1997	57	12	0	5	57	17
1998	15	8	0	3	15	11
1999	106	2	0	1	106	3
2000	52	4	0	3	52	7
2001	8	7	0	1	8	8
2002	18	9	0	2	18	11
Total	**271**	**46**	**0**	**16**	**271**	**62**

[1] Source: Division of Institutional and Industrial Training.

[2] Total refers to combination of Registered Apprentices and Trades Qualifiers

Industrial Mechanic (Millwright)

1. Response Rate

Gender	Industrial Mechanic (Millwright)						All Trades					
	Completed Survey		Did Not Complete Survey		Total		Completed Survey		Did Not Complete Survey		Total	
	N	%	N	%	N	%	N	%	N	%	N	%
Female	9	81.8	2	18.2	11	100.0	604	41.4	856	58.6	1460	100.0
Male	262	52.4	238	47.6	500	100.0	3797	52.1	3484	47.9	7281	100.0
Total	**271**	**53.0**	**240**	**47.0**	**511**	**100.0**	**4401**	**50.3**	**4340**	**49.7**	**8741**	**100.0**

2. Average Age

Industrial Mechanic (Millwright)		All Trades	
N	Average Age in Years	N	Average Age in Years
271	29.1	4401	30.4

3. Employment Status Prior to Registering as Apprentice

Status	Industrial Mechanic (Millwright)		All Trades	
	N	%	N	%
Employed	164	60.5	2334	53.0
Unemployed	74	27.3	1439	32.7
High School	24	8.9	350	8.0
Post-Secondary Education	8	3.0	179	4.1
Out of Labour Market	0	0.0	64	1.5
Seasonal	1	0.4	20	0.5
Other/Unknown	0	0.0	15	0.3
Total	**271**	**100.0**	**4401**	**100.0**

4. Entry-level Completion Status

Entry-level Completion Status	Industrial Mechanic (Millwright)		All Trades	
	N	%	N	%
Completed	241	88.9	3792	86.2
Dropped	11	4.1	342	7.8
In Progress	12	4.4	108	2.5
Not Started	4	1.5	94	2.1
Unknown	3	1.1	65	1.5
Total	**271**	**100.0**	**4401**	**100.0**

5. Year Completed Entry-level Courses

Year Completed Entry-level Courses	Industrial Mechanic (Millwright)		All Trades	
	N	%	N	%
2003	6	2.5	110	2.9
2002	51	21.2	897	23.7
2001	39	16.2	685	18.1
2000	51	21.2	642	16.9
1999	37	15.4	484	12.8
1998	19	7.9	243	6.4
1997	6	2.5	112	3.0
1996	1	0.4	36	0.9
1991-1995	6	2.5	97	2.6
Prior to 19	3	1.2	32	0.8
Unknown/Not Certain	22	9.1	454	12.0
Total	**241**	**100.0**	**3792**	**100.0**

6. Main Reason for Dropping Entry-level Courses

Main Reason for Dropping Entry-level Courses	N	%
Started a job	2	18.2
Difficulty of program	2	18.2
Other	7	63.6
Total	**11**	**100.0**

7. Pubic/Private Institution Attended for Training

Institution Type	Industrial Mechanic (Millwright)		All Trades	
	N	%	N	%
Public	136	50.9	2268	52.7
Private	122	45.7	1881	43.7
Other/Unknown	9	3.4	158	3.7
Total	**267**	**100.0**	**4307**	**100.0**

8. Method of Instruction for Entry-level Training Courses

Method of Instruction	Industrial Mechanic (Millwright)		All Trades	
	N	%	N	%
Lecture-based	192	71.9	2448	56.8
Self-paced	49	18.4	1476	34.3
Other/Unknown	26	9.7	383	8.9
Total	**267**	**100.0**	**4307**	**100.0**

9. Main Source of Funding for Entry-level Training

Main Source of Funding	Industrial Mechanic (Millwright)		All Trades	
	N	%	N	%
HRSD	153	57.3	2294	53.3
Government Student Loans	72	27.0	1253	29.1
Personal Savings/Work Income	19	7.1	363	8.4
Parents	9	3.4	143	3.3
Other Types of Loans	4	1.5	67	1.6
Employer/Union	4	1.5	50	1.2
Native Band Council/Association	2	0.8	41	1.0
Worker's Compensation	0	0.0	23	0.5
Other/Unknown	4	1.5	73	1.7
Total	**267**	**100.0**	**4307**	**100.0**

10. Logging On-the-job Hours[1]

Logging On-the-job Hours	Industrial Mechanic (Millwright)		All Trades	
	N	%	N	%
Logged Hours	137	71.7	2255	79.1
Did Not Log Hours	54	28.3	593	20.8
Unknown	0	0.0	3	0.1
Total	**191**	**100.0**	**2851**	**100.0**

[1] Apprentices completing Entry-level prior to June 30, 2002

11. Where On-the-job Hours Were Logged

Where On-the-job Hours Were Logged	Industrial Mechanic (Millwright)		All Trades	
	N	%	N	%
Newfoundland and Labrador Only	111	59.4	2310	69.4
Both In and Out of Newfoundland and Labrador	31	16.6	585	17.6
Outside Newfoundland and Labrador Only	45	24.1	431	13.0
Total[1]	**187**	**100.0**	**3327**	**100.0**

[1] Response for 1 apprentice was unknown.

12. Intent to Write Journeyperson's Exam

Intent To Write Journeyperson's Exam	Industrial Mechanic (Millwright)		All Trades	
	N	%	N	%
Intend to Write	173	92.5	2711	81.5
Do Not Intend to Write	10	5.3	443	13.3
Unknown	4	2.1	173	5.2
Total	**187**	**100.0**	**3327**	**100.0**

13. Difficulty Finding Trade-related Employment

Difficulty Finding Trade-related Employment	Industrial Mechanic (Millwright)		All Trades	
	N	%	N	%
Difficulty	140	51.7	1593	36.2
No Difficulty	119	43.9	2525	57.4
Not Applicable - Not Looking for Work	12	4.4	268	6.1
Unknown	0	0.0	15	0.3
Total	**271**	**100.0**	**4401**	**100.0**

14. Reasons for Difficulty Finding Trade-related Employment

Reason for Difficulty Finding Trade-related Employment	Industrial Mechanic (Millwright)		All Trades	
	N	%	N	%
No jobs	98	70.0	1151	72.3
Employers want workers with more experience	47	33.6	388	24.4
Unable to get into the union	25	17.9	184	11.6
Other reasons	20	14.3	267	16.8
Total[1]	**140**	**100.0**	**1593**	**100.0**

[1] Multiple responses allowed

15. Employment Status at Time of Survey (February - May 2003)

Status	Industrial Mechanic (Millwright)		All Trades	
	N	%	N	%
Employed Full-time	137	50.6	2170	49.3
Employed Part-time	8	3.0	186	4.2
Seasonal	4	1.5	200	4.5
Unemployed	88	32.5	1461	33.2
Enrolled in Education	31	11.4	298	6.8
Out of Labour Market	3	1.1	79	1.8
Other/Unknown	0	0.0	7	0.2
Total	**271**	**100.0**	**4401**	**100.0**

16. Type of Full-time Employment at Time of Survey

Status	Industrial Mechanic (Millwright)		All Trades	
	N	%	N	%
Apprentice in Trade	64	46.7	1140	52.5
Directly Related to Trade[2]	15	10.9	259	11.9
Indirectly Related to Trade	15	10.9	184	8.5
Not at All Related to Trade	43	31.4	561	25.9
Other/Unknown	0	0.0	26	1.2
Total	**137**	**100.0**	**2170**	**100.0**

[2] "Directly Related to Trade" means the individual is working in their trade but not as an apprentice.

17. Hours per Week Worked in Paid Full-time Employment at Time of Survey by Type of Employment

Type of Employment	Industrial Mechanic (Millwright)		All Trades	
	N	Average # Hours	N	Average # Hours
Apprentice in Trade	64	45.3	1140	45.1
Directly Related to Trade	15	46.1	259	46.4
Indirectly Related to Trade	15	48.7	184	48.9
Not at All Related to Trade	43	45.6	561	45.6
Other	0	N/A	7	59.1
Total[1]	**137**	**45.9**	**2151**	**45.7**

[1] The responses for 19 apprentices overall were unknown

18. Hourly Wage of Apprentices in Paid Full-time Employment at Time of Survey by Type of Employment

Type of Employment	Industrial Mechanic (Millwright)		All Trades	
	N	Average Hourly Wage	N	Average Hourly Wage
Apprentice in Trade	64	$18.21	1140	$13.69
Directly Related to Trade	15	$14.71	259	$16.28
Indirectly Related to Trade	15	$15.50	184	$16.11
Not at All Related to Trade	43	$12.94	561	$12.43
Other	0	N/A	7	$17.50
Total[1]	**137**	**$16.01**	**2151**	**$13.90**

[1] The responses for 19 apprentices overall were unknown.

19. Union Membership

Union Membership	Industrial Mechanic (Millwright)		All Trades	
	N	%	N	%
Union	113	41.7	1266	28.8
Non-Union	156	57.6	3111	70.7
Unknown	2	0.7	24	0.5
Total	**271**	**100.0**	**4401**	**100.0**

20. Union Affiliation

Union	N	%
UBC	41	36.3
USWA	12	10.6
FFAW/CAW	12	10.6
Millwrights	7	6.2
IBEW	5	4.4
Other/Unknown	36	31.9
Total	**113**	**100.0**

21. Satisfaction

Satisfaction	Choice of Trade		Entry-Level Training		On-the-job Experience	
	N	%	N	%	N	%
Satisfied	230	84.9	233	87.3	126	92.0
Not Satisfied	40	14.5	28	10.5	10	7.3
Unknown	1	0.4	6	2.3	1	0.7
Total[1]	**271**	**100.0**	**267**	**100.0**	**137**	**100.0**

[1] Total for "Choice of Trade" represents all Industrial Mechanic (Millwright) apprentices; total for "Entry-level Training" represents all who attended training; total for "On-the-job Experience" is only for those who logged hours and completed entry-level prior to June 30, 2002.

22. Number of Registrations and Certifications in Newfoundland and Labrador, 1996-2002[1]

Year	Registered Apprentices		Trades Qualifiers		Total[2]	
	# Registrations	# Certifications	# Registrations	# Certifications	# Registrations	# Certifications
1996	24	22	4	16	28	38
1997	129	7	2	22	131	29
1998	79	10	1	17	80	27
1999	126	17	3	3	129	20
2000	86	13	3	6	89	19
2001	77	9	1	6	78	15
2002	134	6	1	4	135	10
Total	**655**	**84**	**15**	**74**	**670**	**158**

[1] Source: Division of Institutional and Industrial Training.

[2] Total refers to combination of Registered Apprentices and Trades Qualifiers

Machinist

1. Response Rate

Gender	Machinist						All Trades					
	Completed Survey		Did Not Complete Survey		Total		Completed Survey		Did Not Complete Survey		Total	
	N	%	N	%	N	%	N	%	N	%	N	%
Female	1	50.0	1	50.0	2	100.0	604	41.4	856	58.6	1460	100.0
Male	58	63.7	33	36.3	91	100.0	3797	52.1	3484	47.9	7281	100.0
Total	**59**	**63.4**	**34**	**36.6**	**93**	**100.0**	**4401**	**50.3**	**4340**	**49.7**	**8741**	**100.0**

2. Average Age

Machinist		All Trades	
N	Average Age in Years	N	Average Age in Years
59	28.1	4401	30.4

3. Employment Status Prior to Registering as Apprentice

Status	Machinist		All Trades	
	N	%	N	%
Employed	31	52.5	2334	53.0
Unemployed	18	30.5	1439	32.7
High School	6	10.2	350	8.0
Post-Secondary Education	2	3.4	179	4.1
Out of Labour Market	1	1.7	64	1.5
Seasonal	1	1.7	20	0.5
Other/Unknown	0	0.0	15	0.3
Total	**59**	**100.0**	**4401**	**100.0**

4. Entry-level Completion Status

Entry-level Completion Status	Machinist		All Trades	
	N	%	N	%
Completed	54	91.5	3792	86.2
Dropped	4	6.8	342	7.8
In Progress	1	1.7	108	2.5
Not Started	0	0.0	94	2.1
Unknown	0	0.0	65	1.5
Total	**59**	**100.0**	**4401**	**100.0**

5. Year Completed Entry-level Courses

Year Completed Entry-level Courses	Machinist		All Trades	
	N	%	N	%
2003	2	3.7	110	2.9
2002	8	14.8	897	23.7
2001	6	11.1	685	18.1
2000	15	27.8	642	16.9
1999	5	9.3	484	12.8
1998	6	11.1	243	6.4
1997	2	3.7	112	3.0
1996	0	0.0	36	0.9
1991-1995	1	1.9	97	2.6
Prior to 1991	0	0.0	32	0.8
Unknown/Not Certain	9	16.7	454	12.0
Total	**54**	**100.0**	**3792**	**100.0**

6. Pubic/Private Institution Attended for Training

Institution Type	Machinist		All Trades	
	N	%	N	%
Public	58	98.3	2268	52.7
Private	1	1.7	1881	43.7
Other/Unknown	0	0.0	158	3.7
Total	**59**	**100.0**	**4307**	**100.0**

7. Method of Instruction for Entry-level Training Courses

Method of Instruction	Machinist		All Trades	
	N	%	N	%
Lecture-based	26	44.1	2448	56.8
Self-paced	32	54.2	1476	34.3
Other/Unknown	1	1.7	383	8.9
Total	**59**	**100.0**	**4307**	**100.0**

8. Main Source of Funding for Entry-level Training

Main Source of Funding	Machinist		All Trades	
	N	%	N	%
HRSD	25	42.4	2294	53.3
Government Student Loans	18	30.5	1253	29.1
Personal Savings/Work Income	5	8.5	363	8.4
Parents	5	8.5	143	3.3
Other Types of Loans	3	5.1	67	1.6
Employer/Union	1	1.7	50	1.2
Native Band Council/Association	1	1.7	41	1.0
Worker's Compensation	0	0.0	23	0.5
Other/Unknown	1	1.7	73	1.7
Total	**59**	**100.0**	**4307**	**100.0**

9. Logging On-the-job Hours[1]

Logging On-the-job Hours	Machinist		All Trades	
	N	%	N	%
Logged Hours	36	92.3	2255	79.1
Did Not Log Hours	3	7.7	593	20.8
Unknown	0	0.0	3	0.1
Total	**39**	**100.0**	**2851**	**100.0**

[1] Apprentices completing Entry-level prior to June 30, 2002

10. Where On-the-job Hours Were Logged

Where On-the-job Hours Were Logged	Machinist		All Trades	
	N	%	N	%
Newfoundland and Labrador Only	38	73.1	2310	69.4
Both In and Out of Newfoundland and Labrador	7	13.5	585	17.6
Outside Newfoundland and Labrador Only	7	13.5	431	13.0
Total[1]	**52**	**100.0**	**3327**	**100.0**

[1] Response for 1 apprentice was unknown

11. Intent to Write Journeyperson's Exam

Intent To Write Journeyperson's Exam	Machinist		All Trades	
	N	%	N	%
Intend to Write	44	84.6	2711	81.5
Do Not Intend to Write	5	9.6	443	13.3
Unknown	3	5.8	173	5.2
Total	**52**	**100.0**	**3327**	**100.0**

12. Difficulty Finding Trade-related Employment

Difficulty Finding Trade-related Employment	Machinist		All Trades	
	N	%	N	%
Difficulty	17	28.8	1593	36.2
No Difficulty	37	62.7	2525	57.4
Not Applicable - Not Looking for Work	4	6.8	268	6.1
Unknown	1	1.7	15	0.3
Total	**59**	**100.0**	**4401**	**100.0**

13. Reasons for Difficulty Finding Trade-related Employment

Reason for Difficulty Finding Trade-related Employment	Machinist		All Trades	
	N	%	N	%
No jobs	17	100.0	1151	72.3
Employers want workers with more experience	4	23.5	388	24.4
Unable to get into the union	2	11.8	184	11.6
Other reasons	1	5.9	267	16.8
Total[1]	**17**	**100.0**	**1593**	**100.0**

[1] Multiple responses allowed

14. Employment Status at Time of Survey (February - May 2003)

Status	Machinist		All Trades	
	N	%	N	%
Employed Full-time	46	78.0	2170	49.3
Employed Part-time	2	3.4	186	4.2
Seasonal	0	0.0	200	4.5
Unemployed	6	10.2	1461	33.2
Enrolled in Education	5	8.5	298	6.8
Out of Labour Market	0	0.0	79	1.8
Other/Unknown	0	0.0	7	0.2
Total	**59**	**100.0**	**4401**	**100.0**

15. Type of Full-time Employment at Time of Survey

Status	Machinist		All Trades	
	N	%	N	%
Apprentice in Trade	33	71.7	1140	52.5
Directly Related to Trade[1]	2	4.3	259	11.9
Indirectly Related to Trade	3	6.5	184	8.5
Not at All Related to Trade	8	17.4	561	25.9
Other/Unknown	0	0.0	26	1.2
Total	**46**	**100.0**	**2170**	**100.0**

[1] "Directly Related to Trade" means the individual is working in their trade, but not as an apprentice

16. Hours per Week Worked in Paid Full-time Employment at Time of Survey by Type of Employment

Type of Employment	Machinist		All Trades	
	N	Average # Hours	N	Average # Hours
Apprentice in Trade	33	45.8	1140	45.1
Directly Related to Trade	2	37.5	259	46.4
Indirectly Related to Trade	3	43.3	184	48.9
Not at All Related to Trade	8	48.8	561	45.6
Other	0	N/A	7	59.1
Total[1]	**46**	**45.8**	**2151**	**45.7**

[1] The responses for 19 apprentices overall were unknown

17. Hourly Wage of Apprentices in Paid Full-time Employment at Time of Survey by Type of Employment

Type of Employment	Machinist		All Trades	
	N	Average Hourly Wage	N	Average Hourly Wage
Apprentice in Trade	33	$14.63	1140	$13.69
Directly Related to Trade	2	$20.50	259	$16.28
Indirectly Related to Trade	3	$10.00	184	$16.11
Not at All Related to Trade	8	$14.14	561	$12.43
Other	0	N/A	7	$17.50
Total[1]	**46**	**$14.73**	**2151**	**$13.90**

[1] The responses for 19 apprentices overall were unknown

18. Union Membership

Union Membership	Machinist		All Trades	
	N	%	N	%
Union	17	28.8	1266	28.8
Non-Union	42	71.2	3111	70.7
Unknown	0	0.0	24	0.5
Total	**59**	**100.0**	**4401**	**100.0**

19. Union Affiliation

Union	N	%
UBC	2	11.8
USWA	2	11.8
IBEW	2	11.8
NAPE	2	11.8
CEP - Communications, Energy & Paperworks	2	11.8
Other/Unknown	7	41.2
Total	**17**	**100.0**

20. Satisfaction

Satisfaction	Choice of Trade		Entry-Level Training		On-the-job Experience	
	N	%	N	%	N	%
Satisfied	53	89.8	51	86.4	36	100.0
Not Satisfied	5	8.5	7	11.9	0	0.0
Unknown	1	1.7	1	1.7	0	0.0
Total[1]	**59**	**100.0**	**59**	**100.0**	**36**	**100.0**

[1] Total for "Choice of Trade" represents all Machinist apprentices; total for "Entry-level Training" represents all who attended training, total for "On-the-job Experience" is only for those who logged hours and completed entry-level prior to June 30, 2002.

21. Number of Registrations and Certifications in Newfoundland and Labrador, 1996-2002[1]

Year	Registered Apprentices		Trades Qualifiers		Total[2]	
	# Registrations	# Certifications	# Registrations	# Certifications	# Registrations	# Certifications
1996	4	2	0	0	4	2
1997	21	2	0	1	21	3
1998	1	2	0	1	1	3
1999	24	4	0	1	24	5
2000	33	0	2	2	35	2
2001	8	1	0	1	8	2
2002	24	1	3	1	27	2
Total	**115**	**12**	**5**	**7**	**120**	**19**

[1] Source: Division of Institutional and Industrial Training

[2] Total refers to combination of Registered Apprentices and Trades Qualifiers

Metal Fabricator (Fitter)

1. Response Rate

Gender	Metal Fabricator (Fitter)						All Trades					
	Completed Survey		Did Not Complete Survey		Total		Completed Survey		Did Not Complete Survey		Total	
	N	%	N	%	N	%	N	%	N	%	N	%
Female	7	43.8	9	56.3	16	100.0	604	41.4	856	58.6	1460	100.0
Male	78	67.2	38	32.8	116	100.0	3797	52.1	3484	47.9	7281	100.0
Total	**85**	**64.4**	**47**	**35.6**	**132**	**100.0**	**4401**	**50.3**	**4340**	**49.7**	**8741**	**100.0**

2. Average Age

Metal Fabricator (Fitter)		All Trades	
N	Average Age in Years	N	Average Age in Years
85	31.0	4401	30.4

3. Employment Status Prior to Registering as Apprentice

Status	Metal Fabricator (Fitter)		All Trades	
	N	%	N	%
Employed	38	44.7	2334	53.0
Unemployed	35	41.2	1439	32.7
High School	6	7.1	350	8.0
Post-Secondary Education	2	2.4	179	4.1
Out of Labour Market	2	2.4	64	1.5
Seasonal	1	1.2	20	0.5
Other/Unknown	1	1.2	15	0.3
Total	**85**	**100.0**	**4401**	**100.0**

4. Entry-level Completion Status

Entry-level Completion Status	Metal Fabricator (Fitter)		All Trades	
	N	%	N	%
Completed	80	94.1	3792	86.2
Dropped	4	4.7	342	7.8
In Progress	0	0.0	108	2.5
Not Started	0	0.0	94	2.1
Unknown	1	1.2	65	1.5
Total	**85**	**100.0**	**4401**	**100.0**

5. Year Completed Entry-level Courses

Year Completed Entry-level Courses	Metal Fabricator (Fitter)		All Trades	
	N	%	N	%
2003	2	2.5	110	2.9
2002	17	21.3	897	23.7
2001	17	21.3	685	18.1
2000	21	26.3	642	16.9
1999	11	13.8	484	12.8
1998	4	5.0	243	6.4
1997	0	0.0	112	3.0
1996	0	0.0	36	0.9
1991-1995	0	0.0	97	2.6
Prior to 1991	0	0.0	32	0.8
Unknown/Not Certain	8	10.0	454	12.0
Total	**80**	**100.0**	**3792**	**100.0**

6. Pubic/Private Institution Attended for Training

Institution Type	Metal Fabricator (Fitter)		All Trades	
	N	%	N	%
Public	85	100.0	2268	52.7
Private	0	0.0	1881	43.7
Other/Unknown	0	0.0	158	3.7
Total	**85**	**100.0**	**4307**	**100.0**

7. Method of Instruction for Entry-level Training Courses

Method of Instruction	Metal Fabricator (Fitter)		All Trades	
	N	%	N	%
Lecture-based	50	58.8	2448	56.8
Self-paced	30	35.3	1476	34.3
Other/Unknown	5	5.9	383	8.9
Total	**85**	**100.0**	**4307**	**100.0**

8. Main Source of Funding for Entry-level Training

Main Source of Funding	Metal Fabricator (Fitter)		All Trades	
	N	%	N	%
HRSD	64	75.3	2294	53.3
Government Student Loans	10	11.8	1253	29.1
Personal Savings/Work Income	8	9.4	363	8.4
Parents	2	2.4	143	3.3
Other Types of Loans	0	0.0	67	1.6
Employer/Union	0	0.0	50	1.2
Native Band Council/Association	0	0.0	41	1.0
Worker's Compensation	0	0.0	23	0.5
Other/Unknown	1	1.2	73	1.7
Total	**85**	**100.0**	**4307**	**100.0**

9. Logging On-the-job Hours[1]

Logging On-the-job Hours	Metal Fabricator (Fitter)		All Trades	
	N	%	N	%
Logged Hours	39	63.9	2255	79.1
Did Not Log Hours	22	36.1	593	20.8
Unknown	0	0.0	3	0.1
Total	**61**	**100.0**	**2851**	**100.0**

[1] Apprentices completing Entry-level prior to June 30, 2002

10. Where On-the-job Hours Were Logged

Where On-the-job Hours Were Logged	Metal Fabricator (Fitter)		All Trades	
	N	%	N	%
Newfoundland and Labrador Only	12	22.6	2310	69.4
Both In and Out of Newfoundland and Labrador	12	22.6	585	17.6
Outside Newfoundland and Labrador Only	29	54.7	431	13.0
Total[2]	**53**	**100.0**	**3327**	**100.0**

[2] Response for 1 apprentice was unknown

11. Intent to Write Journeyperson's Exam

Intent To Write Journeyperson's Exam	Metal Fabricator (Fitter)		All Trades	
	N	%	N	%
Intend to Write	48	90.6	2711	81.5
Do Not Intend to Write	3	5.7	443	13.3
Unknown	2	3.8	173	5.2
Total	**53**	**100.0**	**3327**	**100.0**

12. Difficulty Finding Trade-related Employment

Difficulty Finding Trade-related Employment	Metal Fabricator (Fitter)		All Trades	
	N	%	N	%
Difficulty	43	50.6	1593	36.2
No Difficulty	36	42.4	2525	57.4
Not Applicable - Not Looking for Work	5	5.9	268	6.1
Unknown	1	1.2	15	0.3
Total	**85**	**100.0**	**4401**	**100.0**

13. Reasons for Difficulty Finding Trade-related Employment

Reason for Difficulty Finding Trade-related Employment	Metal Fabricator (Fitter)		All Trades	
	N	%	N	%
No jobs	34	79.1	1151	72.3
Employers want workers with more experience	4	9.3	388	24.4
Unable to get into the union	3	7.0	184	11.6
Other reasons	12	27.9	267	16.8
Total[1]	**43**	**100.0**	**1593**	**100.0**

[1] Multiple responses allowed

14. Employment Status at Time of Survey (February - May 2003)

Status	Metal Fabricator (Fitter)		All Trades	
	N	%	N	%
Employed Full-time	34	40.0	2170	49.3
Employed Part-time	4	4.7	186	4.2
Seasonal	5	5.9	200	4.5
Unemployed	34	40.0	1461	33.2
Enrolled in Education	6	7.1	298	6.8
Out of Labour Market	0	0.0	79	1.8
Other/Unknown	2	2.4	7	0.2
Total	**85**	**100.0**	**4401**	**100.0**

15. Type of Full-time Employment at Time of Survey

Status	Metal Fabricator (Fitter)		All Trades	
	N	%	N	%
Apprentice in Trade	14	41.2	1140	52.5
Directly Related to Trade[1]	8	23.5	259	11.9
Indirectly Related to Trade	1	2.9	184	8.5
Not at All Related to Trade	11	32.4	561	25.9
Other/Unknown	0	0.0	26	1.2
Total	**34**	**100.0**	**2170**	**100.0**

[1] "Directly Related to Trade" means the individual is working in their trade, but not as an apprentice.

16. Hours per Week Worked in Paid Full-time Employment at Time of Survey by Type of Employment

Type of Employment	Metal Fabricator (Fitter)		All Trades	
	N	Average # Hours	N	Average # Hours
Apprentice in Trade	14	48.9	1140	45.1
Directly Related to Trade	8	47.9	259	46.4
Indirectly Related to Trade	1	40.0	184	48.9
Not at All Related to Trade	11	43.6	561	45.6
Other	0	N/A	7	59.1
Total[1]	**34**	**46.7**	**2151**	**45.7**

[1] The responses for 19 apprentices overall were unknown.

17. Hourly Wage of Apprentices in Paid Full-time Employment at Time of Survey by Type of Employment

Type of Employment	Metal Fabricator (Fitter)		All Trades	
	N	Average Hourly Wage	N	Average Hourly Wage
Apprentice in Trade	14	$16.00	1140	$13.69
Directly Related to Trade	8	$19.67	259	$16.28
Indirectly Related to Trade	1	$18.00	184	$16.11
Not at All Related to Trade	11	$9.33	561	$12.43
Other	0	N/A	7	$17.50
Total[1]	**34**	**$15.38**	**2151**	**$13.90**

[1] The responses for 19 apprentices overall were unknown.

18. Union Membership

Union Membership	Metal Fabricator (Fitter)		All Trades	
	N	%	N	%
Union	19	22.4	1266	28.8
Non-Union	65	76.5	3111	70.7
Unknown	1	1.2	24	0.5
Total	**85**	**100.0**	**4401**	**100.0**

19. Union Affiliation

Union	N	%
USWA	4	21.1
Boilermakers	4	21.1
FFAW/CAW	4	21.1
Other/Unknown	7	36.8
Total	**19**	**100.0**

20. Satisfaction

Satisfaction	Choice of Trade		Entry-Level Training		On-the-job Experience	
	N	%	N	%	N	%
Satisfied	72	84.7	78	91.8	38	97.4
Not Satisfied	11	12.9	7	8.2	0	0.0
Unknown	2	2.4	0	0.0	1	2.6
Total[1]	**85**	**100.0**	**85**	**100.0**	**39**	**100.0**

[1] Total for "Choice of Trade" represents all Metal Fabricator (Fitter) apprentices; total for "Entry-level Training" represents all who attended training; total for "On-the-job Experience" is only for those who logged hours and completed entry-level prior to June 30, 2002.

21. Number of Registrations and Certifications in Newfoundland and Labrador, 1996-2002[1]

Year	Registered Apprentices		Trades Qualifiers		Total[2]	
	# Registrations	# Certifications	# Registrations	# Certifications	# Registrations	# Certifications
1996	0	0	0	2	0	2
1997	16	0	0	0	16	0
1998	1	0	21	10	22	10
1999	59	0	0	2	59	2
2000	51	2	1	2	52	4
2001	41	0	2	12	43	12
2002	18	2	0	0	18	2
Total	**186**	**4**	**24**	**28**	**210**	**32**

[1] Source: Division of Institutional and Industrial Training.

[2] Total refers to combination of Registered Apprentices and Trades Qualifiers

Mobile Crane Operator

1. Response Rate

Gender	Mobile Crane Operator						All Trades					
	Completed Survey		Did Not Complete Survey		Total		Completed Survey		Did Not Complete Survey		Total	
	N	%	N	%	N	%	N	%	N	%	N	%
Female	1	25.0	3	75.0	4	100.0	604	41.4	856	58.6	1460	100.0
Male	84	50.0	84	50.0	168	100.0	3797	52.1	3484	47.9	7281	100.0
Total	**85**	**49.4**	**87**	**50.6**	**172**	**100.0**	**4401**	**50.3**	**4340**	**49.7**	**8741**	**100.0**

2. Average Age

Mobile Crane Operator		All Trades	
N	Average Age in Years	N	Average Age in Years
85	33.7	4401	30.4

3. Employment Status Prior to Registering as Apprentice

Status	Mobile Crane Operator		All Trades	
	N	%	N	%
Employed	48	56.5	2334	53.0
Unemployed	28	32.9	1439	32.7
High School	3	3.5	350	8.0
Post-Secondary Education	2	2.4	179	4.1
Out of Labour Market	3	3.5	64	1.5
Seasonal	1	1.2	20	0.5
Other/Unknown	0	0.0	15	0.3
Total	**85**	**100.0**	**4401**	**100.0**

4. Entry-level Completion Status

Entry-level Completion Status	Mobile Crane Operator		All Trades	
	N	%	N	%
Completed	83	97.7	3792	86.2
Dropped	0	0.0	342	7.8
In Progress	1	1.2	108	2.5
Not Started	1	1.2	94	2.1
Unknown	0	0.0	65	1.5
Total	**85**	**100.0**	**4401**	**100.0**

5. Year Completed Entry-level Courses

Year Completed Entry-level Courses	Mobile Crane Operator		All Trades	
	N	%	N	%
2003	4	4.8	110	2.9
2002	21	25.3	897	23.7
2001	19	22.9	685	18.1
2000	16	19.3	642	16.9
1999	15	18.1	484	12.8
1998	3	3.6	243	6.4
1997	0	0.0	112	3.0
1996	0	0.0	36	0.9
1991-1995	0	0.0	97	2.6
Prior to 1991	0	0.0	32	0.8
Unknown/Not Certain	5	6.0	454	12.0
Total	**83**	**100.0**	**3792**	**100.0**

6. Pubic/Private Institution Attended for Training

Institution Type	Mobile Crane Operator		All Trades	
	N	%	N	%
Public	40	47.6	2268	52.7
Private	42	50.0	1881	43.7
Other/Unknown	2	2.4	158	3.7
Total	**84**	**100.0**	**4307**	**100.0**

7. Method of Instruction for Entry-level Training Courses

Method of Instruction	Mobile Crane Operator		All Trades	
	N	%	N	%
Lecture-based	46	54.8	2448	56.8
Self-paced	27	32.1	1476	34.3
Other/Unknown	11	13.1	383	8.9
Total	**84**	**100.0**	**4307**	**100.0**

8. Main Source of Funding for Entry-level Training

Main Source of Funding	Mobile Crane Operator		All Trades	
	N	%	N	%
HRSD	57	67.9	2294	53.3
Government Student Loans	11	13.1	1253	29.1
Personal Savings/Work Income	5	6.0	363	8.4
Parents	3	3.6	143	3.3
Other Types of Loans	1	1.2	67	1.6
Employer/Union	4	4.8	50	1.2
Native Band Council/Association	1	1.2	41	1.0
Worker's Compensation	1	1.2	23	0.5
Other/Unknown	1	1.2	73	1.7
Total	**84**	**100.0**	**4307**	**100.0**

9. Logging On-the-job Hours[1]

Logging On-the-job Hours	Mobile Crane Operator		All Trades	
	N	%	N	%
Logged Hours	38	56.7	2255	79.1
Did Not Log Hours	29	43.3	593	20.8
Unknown	0	0.0	3	0.1
Total	**67**	**100.0**	**2851**	**100.0**

[1] Apprentices completing Entry-level prior to June 30, 2002

10. Where On-the-job Hours Were Logged

Where On-the-job Hours Were Logged	Mobile Crane Operator		All Trades	
	N	%	N	%
Newfoundland and Labrador Only	30	63.8	2310	69.4
Both In and Out of Newfoundland and Labrador	6	12.8	585	17.6
Outside Newfoundland and Labrador Only	11	23.4	431	13.0
Total[1]	**47**	**100.0**	**3327**	**100.0**

[1] Response for 1 apprentice was unknown.

11. Intent to Write Journeyperson's Exam

Intent To Write Journeyperson's Exam	Mobile Crane Operator		All Trades	
	N	%	N	%
Intend to Write	41	87.2	2711	81.5
Do Not Intend to Write	3	6.4	443	13.3
Unknown	3	6.4	173	5.2
Total	**47**	**100.0**	**3327**	**100.0**

12. Difficulty Finding Trade-related Employment

Difficulty Finding Trade-related Employment	Mobile Crane Operator		All Trades	
	N	%	N	%
Difficulty	47	55.3	1593	36.2
No Difficulty	32	37.6	2525	57.4
Not Applicable - Not Looking for Work	6	7.1	268	6.1
Unknown	0	0.0	15	0.3
Total	**85**	**100.0**	**4401**	**100.0**

13. Reasons for Difficulty Finding Trade-related Employment

Reason for Difficulty Finding Trade-related Employment	Mobile Crane Operator		All Trades	
	N	%	N	%
No jobs	35	74.5	1151	72.3
Employers want workers with more experience	8	17.0	388	24.4
Unable to get into the union	6	12.8	184	11.6
Other reasons	7	14.9	267	16.8
Total[1]	**47**	**100.0**	**1593**	**100.0**

[1] Multiple responses allowed

14. Employment Status at Time of Survey (February - May 2003)

Status	Mobile Crane Operator		All Trades	
	N	%	N	%
Employed Full-time	45	52.9	2170	49.3
Employed Part-time	1	1.2	186	4.2
Seasonal	8	9.4	200	4.5
Unemployed	27	31.8	1461	33.2
Enrolled in Education	3	3.5	298	6.8
Out of Labour Market	1	1.2	79	1.8
Other/Unknown	0	0.0	7	0.2
Total	**85**	**100.0**	**4401**	**100.0**

15. Type of Full-time Employment at Time of Survey

Status	Mobile Crane Operator		All Trades	
	N	%	N	%
Apprentice in Trade	12	26.7	1140	52.5
Directly Related to Trade[1]	5	11.1	259	11.9
Indirectly Related to Trade	11	24.4	184	8.5
Not at All Related to Trade	15	33.3	561	25.9
Other/Unknown	2	4.4	26	1.2
Total	**45**	**100.0**	**2170**	**100.0**

[1] "Directly Related to Trade" means the individual is working in their trade, but not as an apprentice

16. Hours per Week Worked in Paid Full-time Employment at Time of Survey by Type of Employment

Type of Employment	Mobile Crane Operator		All Trades	
	N	Average # Hours	N	Average # Hours
Apprentice in Trade	12	55.7	1140	45.1
Directly Related to Trade	5	61.4	259	46.4
Indirectly Related to Trade	11	53.6	184	48.9
Not at All Related to Trade	15	47.2	561	45.6
Other	1	90.0	7	59.1
Total[1]	**44**	**54.0**	**2151**	**45.7**

[1] The responses for 1 Mobile Crane Operator apprentice and 19 apprentices overall were unknown.

17. Hourly Wage of Apprentices in Paid Full-time Employment at Time of Survey by Type of Employment

Type of Employment	Mobile Crane Operator		All Trades	
	N	Average Hourly Wage	N	Average Hourly Wage
Apprentice in Trade	12	$18.09	1140	$13.69
Directly Related to Trade	5	$26.00	259	$16.28
Indirectly Related to Trade	11	$15.63	184	$16.11
Not at All Related to Trade	15	$14.18	561	$12.43
Other	1	$14.00	7	$17.50
Total[1]	**44**	**$17.09**	**2151**	**$13.90**

[1] The responses for 1 Mobile Crane Operator apprentice and 19 apprentices overall were unknown.

18. Union Membership

Union Membership	Mobile Crane Operator		All Trades	
	N	%	N	%
Union	39	45.9	1266	28.8
Non-Union	46	54.1	3111	70.7
Unknown	0	0.0	24	0.5
Total	**85**	**100.0**	**4401**	**100.0**

19. Union Affiliation

Union	N	%
IUOE	27	69.2
UBC	2	5.1
USWA	2	5.1
IBEW	2	5.1
Other/Unknown	6	15.4
Total	**39**	**100.0**

20. Satisfaction

Satisfaction	Choice of Trade		Entry-Level Training		On-the-job Experience	
	N	%	N	%	N	%
Satisfied	69	81.2	78	92.9	37	97.4
Not Satisfied	16	18.8	6	7.1	1	2.6
Unknown	0	0.0	0	0.0	0	0.0
Total[1]	**85**	**100.0**	**84**	**100.0**	**38**	**100.0**

[1] Total for "Choice of Trade" represents all Mobile Crane Operator apprentices; total for "Entry-level Training" represents all who attended training; total for "On-the-job Experience" is only for those who logged hours and completed entry-level prior to June 30, 2002.

21. Number of Registrations and Certifications in Newfoundland and Labrador, 1996-2002[1]

Year	Registered Apprentices		Trades Qualifiers		Total[2]	
	# Registrations	# Certifications	# Registrations	# Certifications	# Registrations	# Certifications
1996	11	0	0	18	11	18
1997	43	5	2	13	45	18
1998	21	1	5	13	26	14
1999	57	10	11	11	68	21
2000	24	4	1	4	25	8
2001	47	6	16	13	63	19
2002	44	2	5	9	49	11
Total	**247**	**28**	**40**	**81**	**287**	**109**

[1] Source: Division of Institutional and Industrial Training

[2] Total refers to combination of Registered Apprentices and Trades Qualifiers

Motor Vehicle Body Repairer (Metal & Paint)

1. Response Rate

Gender	Motor Vehicle Body Repairer (Metal & Paint)						All Trades					
	Completed Survey		Did Not Complete Survey		Total		Completed Survey		Did Not Complete Survey		Total	
	N	%	N	%	N	%	N	%	N	%	N	%
Female	3	60.0	2	40.0	5	100.0	604	41.4	856	58.6	1460	100.0
Male	80	48.8	84	51.2	164	100.0	3797	52.1	3484	47.9	7281	100.0
Total	**83**	**49.1**	**86**	**50.9**	**169**	**100.0**	**4401**	**50.3**	**4340**	**49.7**	**8741**	**100.0**

2. Average Age

Motor Vehicle Body Repairer (Metal & Paint)		All Trades	
N	Average Age in Years	N	Average Age in Years
83	26.5	4401	30.4

3. Employment Status Prior to Registering as Apprentice

Status	Motor Vehicle Body Repairer (Metal & Paint)		All Trades	
	N	%	N	%
Employed	50	60.2	2334	53.0
Unemployed	21	25.3	1439	32.7
High School	8	9.6	350	8.0
Post-Secondary Education	3	3.6	179	4.1
Out of Labour Market	0	0.0	64	1.5
Seasonal	1	1.2	20	0.5
Other/Unknown	0	0.0	15	0.3
Total	**83**	**100.0**	**4401**	**100.0**

4. Entry-level Completion Status

Entry-level Completion Status	Motor Vehicle Body Repairer (Metal & Paint)		All Trades	
	N	%	N	%
Completed	70	84.3	3792	86.2
Dropped	9	10.8	342	7.8
In Progress	2	2.4	108	2.5
Not Started	0	0.0	94	2.1
Unknown	2	2.4	65	1.5
Total	**83**	**100.0**	**4401**	**100.0**

5. Year Completed Entry-level Courses

Year Completed Entry-level Courses	Motor Vehicle Body Repairer (Metal & Paint)		All Trades	
	N	%	N	%
2003	0	0.0	110	2.9
2002	14	20.0	897	23.7
2001	14	20.0	685	18.1
2000	11	15.7	642	16.9
1999	7	10.0	484	12.8
1998	5	7.1	243	6.4
1997	2	2.9	112	3.0
1996	0	0.0	36	0.9
1991-1995	1	1.4	97	2.6
Prior to 1991	1	1.4	32	0.8
Unknown/Not Certain	15	21.4	454	12.0
Total	**70**	**100.0**	**3792**	**100.0**

6. Pubic/Private Institution Attended for Training

Institution Type	Motor Vehicle Body Repairer (Metal & Paint)		All Trades	
	N	%	N	%
Public	58	69.9	2268	52.7
Private	20	24.1	1881	43.7
Other/Unknown	5	6.0	158	3.7
Total	**83**	**100.0**	**4307**	**100.0**

7. Method of Instruction for Entry-level Training Courses

Method of Instruction	Motor Vehicle Body Repairer (Metal & Paint)		All Trades	
	N	%	N	%
Lecture-based	42	50.6	2448	56.8
Self-paced	31	37.4	1476	34.3
Other/Unknown	10	12.1	383	8.9
Total	**83**	**100.0**	**4307**	**100.0**

8. Main Source of Funding for Entry-level Training

Main Source of Funding	Motor Vehicle Body Repairer (Metal & Paint)		All Trades	
	N	%	N	%
HRSD	32	38.6	2294	53.3
Government Student Loans	45	54.2	1253	29.1
Personal Savings/Work Income	4	4.8	363	8.4
Parents	1	1.2	143	3.3
Other Types of Loans	0	0.0	67	1.6
Employer/Union	0	0.0	50	1.2
Native Band Council/Association	0	0.0	41	1.0
Worker's Compensation	0	0.0	23	0.5
Other/Unknown	1	1.2	73	1.7
Total	**83**	**100.0**	**4307**	**100.0**

9. Logging On-the-job Hours[1]

Logging On-the-job Hours	Motor Vehicle Body Repairer (Metal & Paint)		All Trades	
	N	%	N	%
Logged Hours	48	92.3	2255	79.1
Did Not Log Hours	4	7.7	593	20.8
Unknown	0	0.0	3	0.1
Total	**52**	**100.0**	**2851**	**100.0**

[1] Apprentices completing Entry-level prior to June 30, 2002

10. Where On-the-job Hours Were Logged

Where On-the-job Hours Were Logged	Motor Vehicle Body Repairer (Metal & Paint)		All Trades	
	N	%	N	%
Newfoundland and Labrador Only	67	90.5	2310	69.4
Both In and Out of Newfoundland and Labrador	5	6.8	585	17.6
Outside Newfoundland and Labrador Only	2	2.7	431	13.0
Total[1]	**74**	**100.0**	**3327**	**100.0**

[1] Response for 1 apprentice was unknown

11. Intent to Write Journeyperson's Exam

Intent To Write Journeyperson's Exam	Motor Vehicle Body Repairer (Metal & Paint)		All Trades	
	N	%	N	%
Intend to Write	58	78.4	2711	81.5
Do Not Intend to Write	10	13.5	443	13.3
Unknown	6	8.1	173	5.2
Total	**74**	**100.0**	**3327**	**100.0**

12. Difficulty Finding Trade-related Employment

Difficulty Finding Trade-related Employment	Motor Vehicle Body Repairer (Metal & Paint)		All Trades	
	N	%	N	%
Difficulty	33	39.8	1593	36.2
No Difficulty	43	51.8	2525	57.4
Not Applicable - Not Looking for Work	7	8.4	268	6.1
Unknown	0	0.0	15	0.3
Total	**83**	**100.0**	**4401**	**100.0**

13. Reasons for Difficulty Finding Trade-related Employment

Reason for Difficulty Finding Trade-related Employment	Motor Vehicle Body Repairer (Metal & Paint)		All Trades	
	N	%	N	%
No jobs	26	78.8	1151	72.3
Employers want workers with more experience	3	9.1	388	24.4
Unable to get into the union	0	0.0	184	11.6
Other reasons	6	18.2	267	16.8
Total[1]	**33**	**100.0**	**1593**	**100.0**

[1] Multiple responses allowed

14. Employment Status at Time of Survey (February - May 2003)

Status	Motor Vehicle Body Repairer (Metal & Paint)		All Trades	
	N	%	N	%
Employed Full-time	46	55.4	2170	49.3
Employed Part-time	1	1.2	186	4.2
Seasonal	5	6.0	200	4.5
Unemployed	20	24.1	1461	33.2
Enrolled in Education	11	13.3	298	6.8
Out of Labour Market	0	0.0	79	1.8
Other/Unknown	0	0.0	7	0.2
Total	**83**	**100.0**	**4401**	**100.0**

15. Type of Full-time Employment at Time of Survey

Status	Motor Vehicle Body Repairer (Metal & Paint)		All Trades	
	N	%	N	%
Apprentice in Trade	34	73.9	1140	52.5
Directly Related to Trade[1]	2	4.3	259	11.9
Indirectly Related to Trade	1	2.2	184	8.5
Not at All Related to Trade	9	19.6	561	25.9
Other/Unknown	0	0.0	26	1.2
Total	**46**	**100.0**	**2170**	**100.0**

[1] "Directly Related to Trade" means the individual is working in their trade, but not as an apprentice

16. Hours per Week Worked in Paid Full-time Employment at Time of Survey by Type of Employment

Type of Employment	Motor Vehicle Body Repairer (Metal & Paint)		All Trades	
	N	Average # Hours	N	Average # Hours
Apprentice in Trade	34	42.0	1140	45.1
Directly Related to Trade	2	40.0	259	46.4
Indirectly Related to Trade	1	45.0	184	48.9
Not at All Related to Trade	9	47.2	561	45.6
Other	0	N/A	7	59.1
Total[1]	**46**	**43.0**	**2151**	**45.7**

[1] The responses for 19 apprentices overall were unknown.

17. Hourly Wage of Apprentices in Paid Full-time Employment at Time of Survey by Type of Employment

Type of Employment	Motor Vehicle Body Repairer (Metal & Paint)		All Trades	
	N	Average Hourly Wage	N	Average Hourly Wage
Apprentice in Trade	34	$11.13	1140	$13.69
Directly Related to Trade	2	$9.50	259	$16.28
Indirectly Related to Trade	1	$9.00	184	$16.11
Not at All Related to Trade	9	$10.14	561	$12.43
Other	0	N/A	7	$17.50
Total[1]	**46**	**$10.83**	**2151**	**$13.90**

[1] The responses for 19 apprentices overall were unknown.

18. Union Membership

Union Membership	Motor Vehicle Body Repairer (Metal & Paint)		All Trades	
	N	%	N	%
Union	16	19.3	1266	28.8
Non-Union	67	80.7	3111	70.7
Unknown	0	0.0	24	0.5
Total	**83**	**100.0**	**4401**	**100.0**

19. Union Affiliation

Union	N	%
Teamsters	6	37.5
FFAW/CAW	3	18.8
Other/Unknown	7	43.8
Total	**16**	**100.0**

20. Satisfaction

Satisfaction	Choice of Trade		Entry-Level Training		On-the-job Experience	
	N	%	N	%	N	%
Satisfied	66	79.5	77	92.8	45	93.8
Not Satisfied	16	19.3	4	4.8	1	2.1
Unknown	1	1.2	2	2.4	2	4.1
Total[1]	**83**	**100.0**	**83**	**100.0**	**48**	**100.0**

[1] Total for "Choice of Trade" represents all Motor Vehicle Body Repairer (Metal & Paint) apprentices; total for "Entry-level Training" represents all who attended training; total for "On-the-job Experience" is only for those who logged hours and completed entry-level prior to June 30, 2002.

21. Number of Registrations and Certifications in Newfoundland and Labrador, 1996-2002[1]

Year	Registered Apprentices		Trades Qualifiers		Total[2]	
	# Registrations	# Certifications	# Registrations	# Certifications	# Registrations	# Certifications
1996	11	7	0	3	11	10
1997	35	9	0	3	35	12
1998	8	12	0	2	8	14
1999	61	10	3	3	64	13
2000	46	1	0	2	46	3
2001	9	2	1	1	10	3
2002	25	3	2	2	27	5
Total	**195**	**44**	**6**	**16**	**201**	**60**

[1] Source: Division of Institutional and Industrial Training

[2] Total refers to combination of Registered Apprentices and Trades Qualifiers

Oil Burner Mechanic

1. Response Rate

Gender	Oil Burner Mechanic						All Trades					
	Completed Survey		Did Not Complete Survey		Total		Completed Survey		Did Not Complete Survey		Total	
	N	%	N	%	N	%	N	%	N	%	N	%
Female	1	50.0	1	50.0	2	100.0	604	41.4	856	58.6	1460	100.0
Male	33	45.2	40	54.8	73	100.0	3797	52.1	3484	47.9	7281	100.0
Total	**34**	**45.3**	**41**	**54.7**	**75**	**100.0**	**4401**	**50.3**	**4340**	**49.7**	**8741**	**100.0**

2. Average Age

Oil Burner Mechanic		All Trades	
N	Average Age in Years	N	Average Age in Years
34	32.9	4401	30.4

3. Employment Status Prior to Registering as Apprentice

Status	Oil Burner Mechanic		All Trades	
	N	%	N	%
Employed	25	73.5	2334	53.0
Unemployed	6	17.7	1439	32.7
High School	1	2.9	350	8.0
Post-Secondary Education	1	2.9	179	4.1
Out of Labour Market	0	0.0	64	1.5
Seasonal	0	0.0	20	0.5
Other/Unknown	1	2.9	15	0.3
Total	**34**	**100.0**	**4401**	**100.0**

4. Entry-level Completion Status

Entry-level Completion Status	Oil Burner Mechanic		All Trades	
	N	%	N	%
Completed	26	76.5	3792	86.2
Dropped	3	8.8	342	7.8
In Progress	1	2.9	108	2.5
Not Started	2	5.9	94	2.1
Unknown	2	5.9	65	1.5
Total	**34**	**100.0**	**4401**	**100.0**

5. Year Completed Entry-level Courses

Year Completed Entry-level Courses	Oil Burner Mechanic		All Trades	
	N	%	N	%
2003	0	0.0	110	2.9
2002	5	19.2	897	23.7
2001	5	19.2	685	18.1
2000	2	7.7	642	16.9
1999	3	11.5	484	12.8
1998	3	11.5	243	6.4
1997	0	0.0	112	3.0
1996	1	3.9	36	0.9
1991-1995	1	3.9	97	2.6
Prior to 1991	0	0.0	32	0.8
Unknown/Not Certain	6	23.1	454	12.0
Total	**26**	**100.0**	**3792**	**100.0**

6. Pubic/Private Institution Attended for Training

Institution Type	Oil Burner Mechanic		All Trades	
	N	%	N	%
Public	30	93.8	2268	52.7
Private	1	3.1	1881	43.7
Other/Unknown	1	3.1	158	3.7
Total	**32**	**100.0**	**4307**	**100.0**

7. Method of Instruction for Entry-level Training Courses

Method of Instruction	Oil Burner Mechanic		All Trades	
	N	%	N	%
Lecture-based	18	56.3	2448	56.8
Self-paced	12	37.5	1476	34.3
Other/Unknown	2	6.3	383	8.9
Total	**32**	**100.0**	**4307**	**100.0**

8. Main Source of Funding for Entry-level Training

Main Source of Funding	Oil Burner Mechanic		All Trades	
	N	%	N	%
HRSD	19	59.4	2294	53.3
Government Student Loans	4	12.5	1253	29.1
Personal Savings/Work Income	5	15.6	363	8.4
Parents	0	0.0	143	3.3
Other Types of Loans	1	3.1	67	1.6
Employer/Union	0	0.0	50	1.2
Native Band Council/Association	0	0.0	41	1.0
Worker's Compensation	0	0.0	23	0.5
Other/Unknown	3	9.4	73	1.7
Total	**32**	**100.0**	**4307**	**100.0**

9. Logging On-the-job Hours[1]

Logging On-the-job Hours	Oil Burner Mechanic		All Trades	
	N	%	N	%
Logged Hours	15	83.3	2255	79.1
Did Not Log Hours	3	16.7	593	20.8
Unknown	0	0.0	3	0.1
Total	**18**	**100.0**	**2851**	**100.0**

[1] Apprentices completing Entry-level prior to June 30, 2002

10. Where On-the-job Hours Were Logged

Where On-the-job Hours Were Logged	Oil Burner Mechanic		All Trades	
	N	%	N	%
Newfoundland and Labrador Only	23	92.0	2310	69.4
Both In and Out of Newfoundland and Labrador	2	8.0	585	17.6
Outside Newfoundland and Labrador Only	0	0.0	431	13.0
Total[1]	**25**	**100.0**	**3327**	**100.0**

[1] Response for 1 apprentice was unknown

11. Intent to Write Journeyperson's Exam

Intent To Write Journeyperson's Exam	Oil Burner Mechanic		All Trades	
	N	%	N	%
Intend to Write	19	76.0	2711	81.5
Do Not Intend to Write	4	16.0	443	13.3
Unknown	2	8.0	173	5.2
Total	**25**	**100.0**	**3327**	**100.0**

12. Difficulty Finding Trade-related Employment

Difficulty Finding Trade-related Employment	Oil Burner Mechanic		All Trades	
	N	%	N	%
Difficulty	7	20.6	1593	36.2
No Difficulty	26	76.5	2525	57.4
Not Applicable - Not Looking for Work	1	2.9	268	6.1
Unknown	0	0.0	15	0.3
Total	**34**	**100.0**	**4401**	**100.0**

13. Reasons for Difficulty Finding Trade-related Employment

Reason for Difficulty Finding Trade-related Employment	Oil Burner Mechanic		All Trades	
	N	%	N	%
No jobs	5	71.4	1151	72.3
Employers want workers with more experience	1	14.3	388	24.4
Unable to get into the union	1	14.3	184	11.6
Other reasons	1	14.3	267	16.8
Total[1]	**7**	**100.0**	**1593**	**100.0**

[1] Multiple responses allowed

14. Employment Status at Time of Survey (February - May 2003)

Status	Oil Burner Mechanic		All Trades	
	N	%	N	%
Employed Full-time	24	70.6	2170	49.3
Employed Part-time	3	8.8	186	4.2
Seasonal	1	2.9	200	4.5
Unemployed	3	8.8	1461	33.2
Enrolled in Education	2	5.9	298	6.8
Out of Labour Market	1	2.9	79	1.8
Other/Unknown	0	0.0	7	0.2
Total	**34**	**100.0**	**4401**	**100.0**

15. Type of Full-time Employment at Time of Survey

Status	Oil Burner Mechanic		All Trades	
	N	%	N	%
Apprentice in Trade	12	50.0	1140	52.5
Directly Related to Trade[1]	5	20.8	259	11.9
Indirectly Related to Trade	1	4.2	184	8.5
Not at All Related to Trade	6	25.0	561	25.9
Other/Unknown	0	0.0	26	1.2
Total	**24**	**100.0**	**2170**	**100.0**

[1] "Directly Related to Trade" means the individual is working in their trade, but not as an apprentice

16. Hours per Week Worked in Paid Full-time Employment at Time of Survey by Type of Employment

Type of Employment	Oil Burner Mechanic		All Trades	
	N	Average # Hours	N	Average # Hours
Apprentice in Trade	12	45.0	1140	45.1
Directly Related to Trade	5	51.0	259	46.4
Indirectly Related to Trade	1	40.0	184	48.9
Not at All Related to Trade	6	45.0	561	45.6
Other	0	N/A	7	59.1
Total[1]	**24**	**46.0**	**2151**	**45.7**

[1] The responses for 19 apprentices overall were unknown

17. Hourly Wage of Apprentices in Paid Full-time Employment at Time of Survey by Type of Employment

Type of Employment	Oil Burner Mechanic		All Trades	
	N	Average Hourly Wage	N	Average Hourly Wage
Apprentice in Trade	12	$13.27	1140	$13.69
Directly Related to Trade	5	$22.00	259	$16.28
Indirectly Related to Trade	1	$9.00	184	$16.11
Not at All Related to Trade	6	$9.60	561	$12.43
Other	0	N/A	7	$17.50
Total[1]	**24**	**$13.00**	**2151**	**$13.90**

[1] The responses for 19 apprentices overall were unknown

18. Union Membership

Union Membership	Oil Burner Mechanic		All Trades	
	N	%	N	%
Union	6	17.7	1266	28.8
Non-Union	28	82.4	3111	70.7
Unknown	0	0.0	24	0.5
Total	**34**	**100.0**	**4401**	**100.0**

19. Satisfaction

Satisfaction	Choice of Trade		Entry-Level Training		On-the-job Experience	
	N	%	N	%	N	%
Satisfied	27	79.4	20	62.5	14	93.3
Not Satisfied	6	17.7	7	21.9	1	6.7
Unknown	1	2.9	4	12.5	0	0.0
Total[1]	**34**	**100.0**	**32**	**100.0**	**15**	**100.0**

[1] Total for "Choice of Trade" represents all Oil Burner Mechanic apprentices; total for "Entry-level Training" represents all who attended training; total for "On-the-job Experience" is only for those who logged hours and completed entry level prior to June 30, 2002

20. Number of Registrations and Certifications in Newfoundland and Labrador, 1996-2002[1]

Year	Registered Apprentices		Trades Qualifiers		Total[2]	
	# Registrations	# Certifications	# Registrations	# Certifications	# Registrations	# Certifications
1996	8	6	1	12	9	18
1997	21	10	2	14	23	24
1998	25	12	1	4	26	16
1999	12	6	0	4	12	10
2000	4	5	0	2	4	7
2001	20	6	0	4	20	10
2002	18	1	1	8	19	9
Total	**108**	**46**	**5**	**48**	**113**	**94**

[1] Source: Division of Institutional and Industrial Training

[2] Total refers to combination of Registered Apprentices and Trades Qualifiers

Plumber

1. Response Rate

Gender	Plumber						All Trades					
	Completed Survey		Did Not Complete Survey		Total		Completed Survey		Did Not Complete Survey		Total	
	N	%	N	%	N	%	N	%	N	%	N	%
Female	2	50.0	2	50.0	4	100.0	604	41.4	856	58.6	1460	100.0
Male	68	56.7	52	43.3	120	100.0	3797	52.1	3484	47.9	7281	100.0
Total	**70**	**56.5**	**54**	**43.5**	**124**	**100.0**	**4401**	**50.3**	**4340**	**49.7**	**8741**	**100.0**

2. Average Age

Plumber		All Trades	
N	Average Age in Years	N	Average Age in Years
70	30.6	4401	30.4

3. Employment Status Prior to Registering as Apprentice

Status	Plumber		All Trades	
	N	%	N	%
Employed	53	75.7	2334	53.0
Unemployed	13	18.6	1439	32.7
High School	1	1.4	350	8.0
Post-Secondary Education	1	1.4	179	4.1
Out of Labour Market	1	1.4	64	1.5
Seasonal	0	0.0	20	0.5
Other/Unknown	1	1.4	15	0.3
Total	**70**	**100.0**	**4401**	**100.0**

4. Entry-level Completion Status

Entry-level Completion Status	Plumber		All Trades	
	N	%	N	%
Completed	48	68.6	3792	86.2
Dropped	4	5.7	342	7.8
In Progress	2	2.9	108	2.5
Not Started	10	14.3	94	2.1
Unknown	6	8.6	65	1.5
Total	**70**	**100.0**	**4401**	**100.0**

5. Year Completed Entry-level Courses

Year Completed Entry-level Courses	Plumber		All Trades	
	N	%	N	%
2003	1	2.1	110	2.9
2002	13	27.1	897	23.7
2001	10	20.8	685	18.1
2000	4	8.3	642	16.9
1999	3	6.3	484	12.8
1998	2	4.2	243	6.4
1997	1	2.1	112	3.0
1996	2	4.2	36	0.9
1991-1995	2	4.2	97	2.6
Prior to 1991	1	2.1	32	0.8
Unknown/Not Certain	9	18.8	454	12.0
Total	**48**	**100.0**	**3792**	**100.0**

6. Pubic/Private Institution Attended for Training

Institution Type	Plumber		All Trades	
	N	%	N	%
Public	36	60.0	2268	52.7
Private	13	21.7	1881	43.7
Other/Unknown	11	18.3	158	3.7
Total	**60**	**100.0**	**4307**	**100.0**

7. Method of Instruction for Entry-level Training Courses

Method of Instruction	Plumber		All Trades	
	N	%	N	%
Lecture-based	29	48.3	2448	56.8
Self-paced	20	33.3	1476	34.3
Other/Unknown	11	18.3	383	8.9
Total	**60**	**100.0**	**4307**	**100.0**

8. Main Source of Funding for Entry-level Training

Main Source of Funding	Plumber		All Trades	
	N	%	N	%
HRSD	37	61.7	2294	53.3
Government Student Loans	4	6.7	1253	29.1
Personal Savings/Work Income	9	15.0	363	8.4
Parents	2	3.3	143	3.3
Other Types of Loans	2	3.3	67	1.6
Employer/Union	0	0.0	50	1.2
Native Band Council/Association	0	0.0	41	1.0
Worker's Compensation	0	0.0	23	0.5
Other/Unknown	6	10.0	73	1.7
Total	**60**	**100.0**	**4307**	**100.0**

9. Logging On-the-job Hours[1]

Logging On-the-job Hours	Plumber		All Trades	
	N	%	N	%
Logged Hours	29	93.5	2255	79.1
Did Not Log Hours	2	6.5	593	20.8
Unknown	0	0.0	3	0.1
Total	**31**	**100.0**	**2851**	**100.0**

[1] Apprentices completing Entry-level prior to June 30, 2002

10. Where On-the-job Hours Were Logged

Where On-the-job Hours Were Logged	Plumber		All Trades	
	N	%	N	%
Newfoundland and Labrador Only	50	79.4	2310	69.4
Both In and Out of Newfoundland and Labrador	10	15.9	585	17.6
Outside Newfoundland and Labrador Only	3	4.8	431	13.0
Total[1]	**63**	**100.0**	**3327**	**100.0**

[1] Response for 1 apprentice was unknown

11. Intent to Write Journeyperson's Exam

Intent To Write Journeyperson's Exam	Plumber		All Trades	
	N	%	N	%
Intend to Write	58	92.1	2711	81.5
Do Not Intend to Write	4	6.3	443	13.3
Unknown	1	1.6	173	5.2
Total	**63**	**100.0**	**3327**	**100.0**

12. Difficulty Finding Trade-related Employment

Difficulty Finding Trade-related Employment	Plumber		All Trades	
	N	%	N	%
Difficulty	19	27.1	1593	36.2
No Difficulty	45	64.3	2525	57.4
Not Applicable - Not Looking for Work	5	7.1	268	6.1
Unknown	1	1.4	15	0.3
Total	**70**	**100.0**	**4401**	**100.0**

13. Reasons for Difficulty Finding Trade-related Employment

Reason for Difficulty Finding Trade-related Employment	Plumber		All Trades	
	N	%	N	%
No jobs	16	84.2	1151	72.3
Employers want workers with more experience	1	5.3	388	24.4
Unable to get into the union	3	15.8	184	11.6
Other reasons	3	15.8	267	16.8
Total[1]	**19**	**100.0**	**1593**	**100.0**

[1] Multiple responses allowed

14. Employment Status at Time of Survey (February - May 2003)

Status	Plumber		All Trades	
	N	%	N	%
Employed Full-time	43	61.4	2170	49.3
Employed Part-time	1	1.4	186	4.2
Seasonal	2	2.9	200	4.5
Unemployed	18	25.7	1461	33.2
Enrolled in Education	3	4.3	298	6.8
Out of Labour Market	2	2.9	79	1.8
Other/Unknown	1	1.4	7	0.2
Total	**70**	**100.0**	**4401**	**100.0**

15. Type of Full-time Employment at Time of Survey

Status	Plumber		All Trades	
	N	%	N	%
Apprentice in Trade	26	60.5	1140	52.5
Directly Related to Trade[1]	5	11.6	259	11.9
Indirectly Related to Trade	3	7.0	184	8.5
Not at All Related to Trade	8	18.6	561	25.9
Other/Unknown	1	2.3	26	1.2
Total	**43**	**100.0**	**2170**	**100.0**

[1] "Directly Related to Trade" means the individual is working in their trade, but not as an apprentice

16. Hours per Week Worked in Paid Full-time Employment at Time of Survey by Type of Employment

Type of Employment	Plumber		All Trades	
	N	Average # Hours	N	Average # Hours
Apprentice in Trade	26	43.9	1140	45.1
Directly Related to Trade	5	42.2	259	46.4
Indirectly Related to Trade	3	45.7	184	48.9
Not at All Related to Trade	8	45.0	561	45.6
Other	0	N/A	7	59.1
Total[1]	**42**	**44.0**	**2151**	**45.7**

[1] The responses for 1 Plumber apprentice and 19 apprentices overall were unknown.

17. Hourly Wage of Apprentices in Paid Full-time Employment at Time of Survey by Type of Employment

Type of Employment	Plumber		All Trades	
	N	Average Hourly Wage	N	Average Hourly Wage
Apprentice in Trade	26	$12.96	1140	$13.69
Directly Related to Trade	5	$13.00	259	$16.28
Indirectly Related to Trade	3	$9.00	184	$16.11
Not at All Related to Trade	8	$14.14	561	$12.43
Other	0	N/A	7	$17.50
Total[1]	**42**	**$12.87**	**2151**	**$13.90**

[1] The responses for 1 Plumber apprentice and 19 apprentices overall were unknown.

18. Union Membership

Union Membership	Plumber		All Trades	
	N	%	N	%
Union	23	32.9	1266	28.8
Non-Union	46	65.7	3111	70.7
Unknown	1	1.4	24	0.5
Total	**70**	**100.0**	**4401**	**100.0**

19. Union Affiliation

Union	N	%
UAP	18	78.3
NAPE	2	8.7
Other/Unknown	3	13.0
Total	23	**100.0**

20. Satisfaction

Satisfaction	Choice of Trade		Entry-Level Training		On-the-job Experience	
	N	%	N	%	N	%
Satisfied	64	91.4	45	75.0	29	100.0
Not Satisfied	4	5.7	8	13.3	0	0.0
Unknown	2	2.9	7	11.7	0	0.0
Total[1]	**70**	**100.0**	**60**	**100.0**	**29**	**100.0**

[1] Total for "Choice of Trade" represents all Plumber apprentices; total for "Entry-level Training" represents all who attended training; total for "On-the-job Experience" is only for those who logged hours and completed entry-level prior to June 30, 2002.

21. Number of Registrations and Certifications in Newfoundland and Labrador, 1996-2002[1]

Year	Registered Apprentices		Trades Qualifiers		Total[2]	
	# Registrations	# Certifications	# Registrations	# Certifications	# Registrations	# Certifications
1996	10	5	0	5	10	10
1997	16	6	1	4	17	10
1998	5	3	1	3	6	6
1999	35	5	1	2	36	7
2000	22	5	3	3	25	8
2001	33	6	2	4	35	10
2002	29	6	0	1	29	7
Total	**150**	**36**	**8**	**22**	**158**	**58**

[1] Source: Division of Institutional and Industrial Training

[2] Total refers to combination of Registered Apprentices and Trades Qualifiers

Powerline Technician (Operating)

1. Response Rate

Gender	Powerline Technician (Operating)						All Trades					
	Completed Survey		Did Not Complete Survey		Total		Completed Survey		Did Not Complete Survey		Total	
	N	%	N	%	N	%	N	%	N	%	N	%
Female	0	0.0	0	0.0	0	100.0	604	41.4	856	58.6	1460	100.0
Male	56	54.4	47	45.6	103	100.0	3797	52.1	3484	47.9	7281	100.0
Total	**56**	**54.4**	**47**	**45.6**	**103**	**100.0**	**4401**	**50.3**	**4340**	**49.7**	**8741**	**100.0**

2. Average Age

Powerline Technician (Operating)		All Trades	
N	Average Age in Years	N	Average Age in Years
56	26.5	4401	30.4

3. Employment Status Prior to Registering as Apprentice

Status	Powerline Technician (Operating)		All Trades	
	N	%	N	%
Employed	33	58.9	2334	53.0
Unemployed	14	25.0	1439	32.7
High School	3	5.4	350	8.0
Post-Secondary Education	6	10.7	179	4.1
Out of Labour Market	0	0.0	64	1.5
Seasonal	0	0.0	20	0.5
Other/Unknown	0	0.0	15	0.3
Total	**56**	**100.0**	**4401**	**100.0**

4. Entry-level Completion Status

Entry-level Completion Status	Powerline Technician (Operating)		All Trades	
	N	%	N	%
Completed	52	92.9	3792	86.2
Dropped	3	5.4	342	7.8
In Progress	1	1.8	108	2.5
Not Started	0	0.0	94	2.1
Unknown	0	0.0	65	1.5
Total	**56**	**100.0**	**4401**	**100.0**

5. Year Completed Entry-level Courses

Year Completed Entry-level Courses	Powerline Technician (Operating)		All Trades	
	N	%	N	%
2003	1	1.9	110	2.9
2002	17	32.7	897	23.7
2001	7	13.5	685	18.1
2000	11	21.2	642	16.9
1999	3	5.8	484	12.8
1998	6	11.5	243	6.4
1997	1	1.9	112	3.0
1996	1	1.9	36	0.9
1991-1995	1	1.9	97	2.6
Prior to 1991	0	0.0	32	0.8
Unknown/Not Certain	4	7.7	454	12.0
Total	**52**	**100.0**	**3792**	**100.0**

6. Pubic/Private Institution Attended for Training

Institution Type	Powerline Technician (Operating)		All Trades	
	N	%	N	%
Public	56	100.0	2268	52.7
Private	0	0.0	1881	43.7
Other/Unknown	0	0.0	158	3.7
Total	**56**	**100.0**	**4307**	**100.0**

7. Method of Instruction for Entry-level Training Courses

Method of Instruction	Powerline Technician (Operating)		All Trades	
	N	%	N	%
Lecture-based	11	19.6	2448	56.8
Self-paced	41	73.2	1476	34.3
Other/Unknown	4	7.1	383	8.9
Total	**56**	**100.0**	**4307**	**100.0**

8. Main Source of Funding for Entry-level Training

Main Source of Funding	Powerline Technician (Operating)		All Trades	
	N	%	N	%
HRSD	20	35.7	2294	53.3
Government Student Loans	21	37.5	1253	29.1
Personal Savings/Work Income	11	19.6	363	8.4
Parents	2	3.6	143	3.3
Other Types of Loans	1	1.8	67	1.6
Employer/Union	0	0.0	50	1.2
Native Band Council/Association	0	0.0	41	1.0
Worker's Compensation	0	0.0	23	0.5
Other/Unknown	1	1.8	73	1.7
Total	**56**	**100.0**	**4307**	**100.0**

9. Logging On-the-job Hours[1]

Logging On-the-job Hours	Powerline Technician (Operating)		All Trades	
	N	%	N	%
Logged Hours	38	84.4	2255	79.1
Did Not Log Hours	7	15.6	593	20.8
Unknown	0	0.0	3	0.1
Total	**45**	**100.0**	**2851**	**100.0**

[1] Apprentices completing Entry-level prior to June 30, 2002

10. Where On-the-job Hours Were Logged

Where On-the-job Hours Were Logged	Powerline Technician (Operating)		All Trades	
	N	%	N	%
Newfoundland and Labrador Only	30	71.4	2310	69.4
Both In and Out of Newfoundland and Labrador	10	23.8	585	17.6
Outside Newfoundland and Labrador Only	2	4.8	431	13.0
Total[1]	**42**	**100.0**	**3327**	**100.0**

[1] Response for 1 apprentice was unknown.

11. Intent to Write Journeyperson's Exam

Intent To Write Journeyperson's Exam	Powerline Technician (Operating)		All Trades	
	N	%	N	%
Intend to Write	33	78.6	2711	81.5
Do Not Intend to Write	6	14.3	443	13.3
Unknown	3	7.1	173	5.2
Total	**42**	**100.0**	**3327**	**100.0**

12. Difficulty Finding Trade-related Employment

Difficulty Finding Trade-related Employment	Powerline Technician (Operating)		All Trades	
	N	%	N	%
Difficulty	19	33.9	1593	36.2
No Difficulty	35	62.5	2525	57.4
Not Applicable - Not Looking for Work	2	3.6	268	6.1
Unknown	0	0.0	15	0.3
Total	**56**	**100.0**	**4401**	**100.0**

13. Reasons for Difficulty Finding Trade-related Employment

Reason for Difficulty Finding Trade-related Employment	Powerline Technician (Operating)		All Trades	
	N	%	N	%
No jobs	15	79.0	1151	72.3
Employers want workers with more experience	5	26.3	388	24.4
Unable to get into the union	1	5.3	184	11.6
Other reasons	1	5.3	267	16.8
Total[1]	**19**	**100.0**	**1593**	**100.0**

[1] Multiple responses allowed

14. Employment Status at Time of Survey (February - May 2003)

Status	Powerline Technician (Operating)		All Trades	
	N	%	N	%
Employed Full-time	37	66.1	2170	49.3
Employed Part-time	0	0.0	186	4.2
Seasonal	1	1.8	200	4.5
Unemployed	14	25.0	1461	33.2
Enrolled in Education	4	7.1	298	6.8
Out of Labour Market	0	0.0	79	1.8
Other/Unknown	0	0.0	7	0.2
Total	**56**	**100.0**	**4401**	**100.0**

15. Type of Full-time Employment at Time of Survey

Status	Powerline Technician (Operating)		All Trades	
	N	%	N	%
Apprentice in Trade	22	59.5	1140	52.5
Directly Related to Trade[2]	3	8.1	259	11.9
Indirectly Related to Trade	2	5.4	184	8.5
Not at All Related to Trade	10	27.0	561	25.9
Other/Unknown	0	0.0	26	1.2
Total	**37**	**100.0**	**2170**	**100.0**

[2] "Directly Related to Trade" means the individual is working in their trade, but not as an apprentice.

16. Hours per Week Worked in Paid Full-time Employment at Time of Survey by Type of Employment

Type of Employment	Powerline Technician (Operating)		All Trades	
	N	Average # Hours	N	Average # Hours
Apprentice in Trade	22	42.5	1140	45.1
Directly Related to Trade	3	49.0	259	46.4
Indirectly Related to Trade	2	60.0	184	48.9
Not at All Related to Trade	10	48.9	561	45.6
Other	0	N/A	7	59.1
Total[1]	**37**	**45.7**	**2151**	**45.7**

[1] The responses for 19 apprentices overall were unknown.

17. Hourly Wage of Apprentices in Paid Full-time Employment at Time of Survey by Type of Employment

Type of Employment	Powerline Technician (Operating)		All Trades	
	N	Average Hourly Wage	N	Average Hourly Wage
Apprentice in Trade	22	$17.90	1140	$13.69
Directly Related to Trade	3	$19.00	259	$16.28
Indirectly Related to Trade	2	$13.50	184	$16.11
Not at All Related to Trade	10	$14.25	561	$12.43
Other	0	N/A	7	$17.50
Total[1]	**37**	**$16.82**	**2151**	**$13.90**

[1] The responses for 19 apprentices overall were unknown.

18. Union Membership

Union Membership	Powerline Technician (Operating)		All Trades	
	N	%	N	%
Union	27	48.2	1266	28.8
Non-Union	29	51.8	3111	70.7
Unknown	0	0.0	24	0.5
Total	**56**	**100.0**	**4401**	**100.0**

19. Union Affiliation

Union	N	%
IBEW	23	85.2
Other/Unknown	4	14.8
Total	**27**	**100.0**

20. Satisfaction

Satisfaction	Choice of Trade		Entry-Level Training		On-the-job Experience	
	N	%	N	%	N	%
Satisfied	49	87.5	46	82.1	37	97.4
Not Satisfied	7	12.5	10	17.9	1	2.6
Unknown	0	0.0	0	0.0	0	0.0
Total[1]	**56**	**100.0**	**56**	**100.0**	**38**	**100.0**

[1] Total for "Choice of Trade" represents all Powerline Technician (Operating) apprentices; total for "Entry-level Training" represents all who attended training; total for "On-the-job Experience" is only for those who logged hours and completed entry-level prior to June 30, 2002

21. Number of Registrations and Certifications in Newfoundland and Labrador, 1996-2002[1]

Year	Registered Apprentices		Trades Qualifiers		Total[2]	
	# Registrations	# Certifications	# Registrations	# Certifications	# Registrations	# Certifications
1996	3	3	0	0	3	3
1997	45	8	0	0	45	8
1998	8	3	0	2	8	5
1999	23	4	0	0	23	4
2000	20	8	0	0	20	8
2001	14	8	0	0	14	8
2002	20	3	0	0	20	3
Total	**133**	**37**	**0**	**2**	**133**	**39**

[1] Source: Division of Institutional and Industrial Training

[2] Total refers to combination of Registered Apprentices and Trades Qualifiers

Refrigeration and Air Conditioning Mechanic

1. Response Rate

Gender	Refrigeration and Air Conditioning Mechanic						All Trades					
	Completed Survey		Did Not Complete Survey		Total		Completed Survey		Did Not Complete Survey		Total	
	N	%	N	%	N	%	N	%	N	%	N	%
Female	0	0.0	0	0.0	0	100.0	604	41.4	856	58.6	1460	100.0
Male	51	60.7	33	39.3	84	100.0	3797	52.1	3484	47.9	7281	100.0
Total	**51**	**60.7**	**33**	**39.3**	**84**	**100.0**	**4401**	**50.3**	**4340**	**49.7**	**8741**	**100.0**

2. Average Age

Refrigeration and Air Conditioning Mechanic		All Trades	
N	Average Age in Years	N	Average Age in Years
51	31.8	4401	30.4

3. Employment Status Prior to Registering as Apprentice

Status	Refrigeration and Air Conditioning Mechanic		All Trades	
	N	%	N	%
Employed	35	68.6	2334	53.0
Unemployed	15	29.4	1439	32.7
High School	0	0.0	350	8.0
Post-Secondary Education	0	0.0	179	4.1
Out of Labour Market	0	0.0	64	1.5
Seasonal	0	0.0	20	0.5
Other/Unknown	1	2.0	15	0.3
Total	**51**	**100.0**	**4401**	**100.0**

4. Entry-level Completion Status

Entry-level Completion Status	Refrigeration and Air Conditioning Mechanic		All Trades	
	N	%	N	%
Completed	40	78.4	3792	86.2
Dropped	7	13.7	342	7.8
In Progress	1	2.0	108	2.5
Not Started	2	3.9	94	2.1
Unknown	1	2.0	65	1.5
Total	**51**	**100.0**	**4401**	**100.0**

5. Year Completed Entry-level Courses

Year Completed Entry-level Courses	Refrigeration and Air Conditioning Mechanic		All Trades	
	N	%	N	%
2003	0	0.0	110	2.9
2002	12	30.0	897	23.7
2001	3	7.5	685	18.1
2000	4	10.0	642	16.9
1999	4	10.0	484	12.8
1998	4	10.0	243	6.4
1997	3	7.5	112	3.0
1996	2	5.0	36	0.9
1991-1995	1	2.5	97	2.6
Prior to 1991	2	5.0	32	0.8
Unknown/Not Certain	5	12.5	454	12.0
Total	**40**	**100.0**	**3792**	**100.0**

6. Pubic/Private Institution Attended for Training

Institution Type	Refrigeration and Air Conditioning Mechanic		All Trades	
	N	%	N	%
Public	46	93.9	2268	52.7
Private	0	0.0	1881	43.7
Other/Unknown	3	6.1	158	3.7
Total	**49**	**100.0**	**4307**	**100.0**

7. Method of Instruction for Entry-level Training Courses

Method of Instruction	Refrigeration and Air Conditioning Mechanic		All Trades	
	N	%	N	%
Lecture-based	37	75.5	2448	56.8
Self-paced	8	16.3	1476	34.3
Other/Unknown	4	8.2	383	8.9
Total	**49**	**100.0**	**4307**	**100.0**

8. Main Source of Funding for Entry-level Training

Main Source of Funding	Refrigeration and Air Conditioning Mechanic		All Trades	
	N	%	N	%
HRSD	23	46.9	2294	53.3
Government Student Loans	12	24.5	1253	29.1
Personal Savings/Work Income	5	10.2	363	8.4
Parents	0	0.0	143	3.3
Other Types of Loans	2	4.1	67	1.6
Employer/Union	3	6.1	50	1.2
Native Band Council/Association	2	4.1	41	1.0
Worker's Compensation	0	0.0	23	0.5
Other/Unknown	2	4.1	73	1.7
Total	**49**	**100.0**	**4307**	**100.0**

9. Logging On-the-job Hours[1]

Logging On-the-job Hours	Refrigeration and Air Conditioning Mechanic		All Trades	
	N	%	N	%
Logged Hours	28	84.8	2255	79.1
Did Not Log Hours	5	15.2	593	20.8
Unknown	0	0.0	3	0.1
Total	**33**	**100.0**	**2851**	**100.0**

[1] Apprentices completing Entry-level prior to June 30, 2002

10. Where On-the-job Hours Were Logged

Where On-the-job Hours Were Logged	Refrigeration and Air Conditioning Mechanic		All Trades	
	N	%	N	%
Newfoundland and Labrador Only	26	65.0	2310	69.4
Both In and Out of Newfoundland and Labrador	10	25.0	585	17.6
Outside Newfoundland and Labrador Only	4	10.0	431	13.0
Total[2]	**40**	**100.0**	**3327**	**100.0**

[2] Response for 1 apprentice was unknown

11. Intent to Write Journeyperson's Exam

Intent To Write Journeyperson's Exam	Refrigeration and Air Conditioning Mechanic		All Trades	
	N	%	N	%
Intend to Write	35	87.5	2711	81.5
Do Not Intend to Write	2	5.0	443	13.3
Unknown	3	7.5	173	5.2
Total	**40**	**100.0**	**3327**	**100.0**

12. Difficulty Finding Trade-related Employment

Difficulty Finding Trade-related Employment	Refrigeration and Air Conditioning Mechanic		All Trades	
	N	%	N	%
Difficulty	8	15.7	1593	36.2
No Difficulty	37	72.5	2525	57.4
Not Applicable - Not Looking for Work	6	11.8	268	6.1
Unknown	0	0.0	15	0.3
Total	**51**	**100.0**	**4401**	**100.0**

13. Reasons for Difficulty Finding Trade-related Employment

Reason for Difficulty Finding Trade-related Employment	Refrigeration and Air Conditioning Mechanic		All Trades	
	N	%	N	%
No jobs	3	37.5	1151	72.3
Employers want workers with more experience	4	50.0	388	24.4
Unable to get into the union	1	12.5	184	11.6
Other reasons	2	25.0	267	16.8
Total[1]	**8**	**100.0**	**1593**	**100.0**

[1] Multiple responses allowed

14. Employment Status at Time of Survey (February - May 2003)

Status	Refrigeration and Air Conditioning Mechanic		All Trades	
	N	%	N	%
Employed Full-time	39	76.5	2170	49.3
Employed Part-time	3	5.9	186	4.2
Seasonal	0	0.0	200	4.5
Unemployed	4	7.8	1461	33.2
Enrolled in Education	4	7.8	298	6.8
Out of Labour Market	0	0.0	79	1.8
Other/Unknown	1	2.0	7	0.2
Total	**51**	**100.0**	**4401**	**100.0**

15. Type of Full-time Employment at Time of Survey

Status	Refrigeration and Air Conditioning Mechanic		All Trades	
	N	%	N	%
Apprentice in Trade	20	51.3	1140	52.5
Directly Related to Trade[1]	9	23.1	259	11.9
Indirectly Related to Trade	3	7.7	184	8.5
Not at All Related to Trade	7	17.9	561	25.9
Other/Unknown	0	0.0	26	1.2
Total	**39**	**100.0**	**2170**	**100.0**

[1] "Directly Related to Trade" means the individual is working in their trade, but not as an apprentice.

16. Hours per Week Worked in Paid Full-time Employment at Time of Survey by Type of Employment

Type of Employment	Refrigeration and Air Conditioning Mechanic		All Trades	
	N	Average # Hours	N	Average # Hours
Apprentice in Trade	20	43.6	1140	45.1
Directly Related to Trade	9	41.4	259	46.4
Indirectly Related to Trade	3	41.7	184	48.9
Not at All Related to Trade	7	41.0	561	45.6
Other	0	N/A	7	59.1
Total[1]	**39**	**42.5**	**2151**	**45.7**

[1] The responses for 19 apprentices overall were unknown.

17. Hourly Wage of Apprentices in Paid Full-time Employment at Time of Survey by Type of Employment

Type of Employment	Refrigeration and Air Conditioning Mechanic		All Trades	
	N	Average Hourly Wage	N	Average Hourly Wage
Apprentice in Trade	20	$15.47	1140	$13.69
Directly Related to Trade	9	$17.00	259	$16.28
Indirectly Related to Trade	3	$14.00	184	$16.11
Not at All Related to Trade	7	$13.83	561	$12.43
Other	0	N/A	7	$17.50
Total[1]	**39**	**$15.45**	**2151**	**$13.90**

[1] The responses for 19 apprentices overall were unknown.

18. Union Membership

Union Membership	Refrigeration and Air Conditioning Mechanic		All Trades	
	N	%	N	%
Union	18	35.3	1266	28.8
Non-Union	32	62.8	3111	70.7
Unknown	1	2.0	24	0.5
Total	**51**	**100.0**	**4401**	**100.0**

19. Union Affiliation

Union	N	%
UAP	4	22.2
NAPE	4	22.2
FFAW/CAW	2	11.1
CUPE	2	11.1
PSAC	2	11.1
Other/Unknown	4	22.2
Total	**18**	**100.0**

20. Satisfaction

Satisfaction	Choice of Trade		Entry-Level Training		On-the-job Experience	
	N	%	N	%	N	%
Satisfied	43	84.3	38	77.6	27	96.4
Not Satisfied	8	15.7	9	18.4	1	3.6
Unknown	0	0.0	2	4.1	0	0.0
Total[1]	**51**	**100.0**	**49**	**100.0**	**28**	**100.0**

[1] Total for "Choice of Trade" represents all Refrigeration and Air Conditioning Mechanic apprentices; total for "Entry-level Training" represents all who attended training; total for "On-the-job Experience" is only for those who logged hours and completed entry-level prior to June 30, 2002.

21. Number of Registrations and Certifications in Newfoundland and Labrador, 1996-2002[1]

Year	Registered Apprentices		Trades Qualifiers		Total[2]	
	# Registrations	# Certifications	# Registrations	# Certifications	# Registrations	# Certifications
1996	19	2	2	4	21	6
1997	11	0	6	1	17	1
1998	8	4	0	2	8	6
1999	19	2	0	2	19	4
2000	4	3	0	0	4	3
2001	22	1	0	0	22	1
2002	3	0	0	1	3	1
Total	**86**	**12**	**8**	**10**	**94**	**22**

[1] Source: Division of Institutional and Industrial Training.

[2] Total refers to combination of Registered Apprentices and Trades Qualifiers

Sheet Metal Worker

1. Response Rate

Gender	Sheet Metal Worker						All Trades					
	Completed Survey		Did Not Complete Survey		Total		Completed Survey		Did Not Complete Survey		Total	
	N	%	N	%	N	%	N	%	N	%	N	%
Female	0	0.0	0	0.0	0	100.0	604	41.4	856	58.6	1460	100.0
Male	31	75.6	10	24.4	41	100.0	3797	52.1	3484	47.9	7281	100.0
Total	**31**	**75.6**	**10**	**24.4**	**41**	**100.0**	**4401**	**50.3**	**4340**	**49.7**	**8741**	**100.0**

2. Average Age

Sheet Metal Worker		All Trades	
N	Average Age in Years	N	Average Age in Years
31	32.4	4401	30.4

3. Employment Status Prior to Registering as Apprentice

Status	Sheet Metal Worker		All Trades	
	N	%	N	%
Employed	19	61.3	2334	53.0
Unemployed	5	16.1	1439	32.7
High School	5	16.1	350	8.0
Post-Secondary Education	1	3.2	179	4.1
Out of Labour Market	0	0.0	64	1.5
Seasonal	1	3.2	20	0.5
Other/Unknown	0	0.0	15	0.3
Total	**31**	**100.0**	**4401**	**100.0**

4. Entry-level Completion Status

Entry-level Completion Status	Sheet Metal Worker		All Trades	
	N	%	N	%
Completed	24	77.4	3792	86.2
Dropped	2	6.5	342	7.8
In Progress	4	12.9	108	2.5
Not Started	1	3.2	94	2.1
Unknown	0	0.0	65	1.5
Total	**31**	**100.0**	**4401**	**100.0**

5. Year Completed Entry-level Courses

Year Completed Entry-level Courses	Sheet Metal Worker		All Trades	
	N	%	N	%
2003	1	4.2	110	2.9
2002	3	12.5	897	23.7
2001	1	4.2	685	18.1
2000	9	37.5	642	16.9
1999	2	8.3	484	12.8
1998	2	8.3	243	6.4
1997	1	4.2	112	3.0
1996	0	0.0	36	0.9
1991-1995	2	8.3	97	2.6
Prior to 1991	0	0.0	32	0.8
Unknown/Not Certain	3	12.5	454	12.0
Total	**24**	**100.0**	**3792**	**100.0**

6. Pubic/Private Institution Attended for Training

Institution Type	Sheet Metal Worker		All Trades	
	N	%	N	%
Public	24	80.0	2268	52.7
Private	4	13.3	1881	43.7
Other/Unknown	2	6.7	158	3.7
Total	**30**	**100.0**	**4307**	**100.0**

7. Method of Instruction for Entry-level Training Courses

Method of Instruction	Sheet Metal Worker		All Trades	
	N	%	N	%
Lecture-based	12	40.0	2448	56.8
Self-paced	16	53.3	1476	34.3
Other/Unknown	2	6.7	383	8.9
Total	**30**	**100.0**	**4307**	**100.0**

8. Main Source of Funding for Entry-level Training

Main Source of Funding	Sheet Metal Worker		All Trades	
	N	%	N	%
HRSD	20	66.7	2294	53.3
Government Student Loans	5	16.7	1253	29.1
Personal Savings/Work Income	5	16.7	363	8.4
Parents	0	0.0	143	3.3
Other Types of Loans	0	0.0	67	1.6
Employer/Union	0	0.0	50	1.2
Native Band Council/Association	0	0.0	41	1.0
Worker's Compensation	0	0.0	23	0.5
Other/Unknown	0	0.0	73	1.7
Total	**30**	**100.0**	**4307**	**100.0**

9. Logging On-the-job Hours[1]

Logging On-the-job Hours	Sheet Metal Worker		All Trades	
	N	%	N	%
Logged Hours	19	100.0	2255	79.1
Did Not Log Hours	0	0.0	593	20.8
Unknown	0	0.0	3	0.1
Total	**19**	**100.0**	**2851**	**100.0**

[1] Apprentices completing Entry-level prior to June 30, 2002

10. Where On-the-job Hours Were Logged

Where On-the-job Hours Were Logged	Sheet Metal Worker		All Trades	
	N	%	N	%
Newfoundland and Labrador Only	23	74.2	2310	69.4
Both In and Out of Newfoundland and Labrador	8	25.8	585	17.6
Outside Newfoundland and Labrador Only	0	0.0	431	13.0
Total[1]	**31**	**100.0**	**3327**	**100.0**

[1] Response for 1 apprentice was unknown.

11. Intent to Write Journeyperson's Exam

Intent To Write Journeyperson's Exam	Sheet Metal Worker		All Trades	
	N	%	N	%
Intend to Write	29	93.5	2711	81.5
Do Not Intend to Write	2	6.5	443	13.3
Unknown	0	0.0	173	5.2
Total	**31**	**100.0**	**3327**	**100.0**

12. Difficulty Finding Trade-related Employment

Difficulty Finding Trade-related Employment	Sheet Metal Worker		All Trades	
	N	%	N	%
Difficulty	6	19.4	1593	36.2
No Difficulty	25	80.6	2525	57.4
Not Applicable - Not Looking for Work	0	0.0	268	6.1
Unknown	0	0.0	15	0.3
Total	**31**	**100.0**	**4401**	**100.0**

13. Reasons for Difficulty Finding Trade-related Employment

Reason for Difficulty Finding Trade-related Employment	Sheet Metal Worker		All Trades	
	N	%	N	%
No jobs	6	100.0	1151	72.3
Employers want workers with more experience	1	16.7	388	24.4
Unable to get into the union	2	33.3	184	11.6
Other reasons	1	16.7	267	16.8
Total[1]	**6**	**100.0**	**1593**	**100.0**

[1] Multiple responses allowed

14. Employment Status at Time of Survey (February - May 2003)

Status	Sheet Metal Worker		All Trades	
	N	%	N	%
Employed Full-time	27	87.1	2170	49.3
Employed Part-time	0	0.0	186	4.2
Seasonal	2	6.5	200	4.5
Unemployed	1	3.2	1461	33.2
Enrolled in Education	1	3.2	298	6.8
Out of Labour Market	0	0.0	79	1.8
Other/Unknown	0	0.0	7	0.2
Total	**31**	**100.0**	**4401**	**100.0**

15. Type of Full-time Employment at Time of Survey

Status	Sheet Metal Worker		All Trades	
	N	%	N	%
Apprentice in Trade	25	92.6	1140	52.5
Directly Related to Trade[1]	0	0.0	259	11.9
Indirectly Related to Trade	2	7.4	184	8.5
Not at All Related to Trade	0	0.0	561	25.9
Other/Unknown	0	0.0	26	1.2
Total	**27**	**100.0**	**2170**	**100.0**

[1] "Directly Related to Trade" means the individual is working in their trade, but not as an apprentice.

16. Hours per Week Worked in Paid Full-time Employment at Time of Survey by Type of Employment

Type of Employment	Sheet Metal Worker		All Trades	
	N	Average # Hours	N	Average # Hours
Apprentice in Trade	25	42.2	1140	45.1
Directly Related to Trade	0	N/A	259	46.4
Indirectly Related to Trade	2	55.0	184	48.9
Not at All Related to Trade	0	N/A	561	45.6
Other	0	N/A	7	59.1
Total[1]	**27**	**42.7**	**2151**	**45.7**

[1] The responses for 19 apprentices overall were unknown.

17. Hourly Wage of Apprentices in Paid Full-time Employment at Time of Survey by Type of Employment

Type of Employment	Sheet Metal Worker		All Trades	
	N	Average Hourly Wage	N	Average Hourly Wage
Apprentice in Trade	25	$14.52	1140	$13.69
Directly Related to Trade	0	N/A	259	$16.28
Indirectly Related to Trade	2	$14.00	184	$16.11
Not at All Related to Trade	0	N/A	561	$12.43
Other	0	N/A	7	$17.50
Total[1]	**27**	**$14.50**	**2151**	**$13.90**

[1] The responses for 19 apprentices overall were unknown.

18. Union Membership

Union Membership	Sheet Metal Worker		All Trades	
	N	%	N	%
Union	15	48.4	1266	28.8
Non-Union	16	51.6	3111	70.7
Unknown	0	0.0	24	0.5
Total	**31**	**100.0**	**4401**	**100.0**

19. Union Affiliation

Union	N	%
Sheet Metal Workers	11	73.3
Other/Unknown	4	26.7
Total	**15**	**100.0**

20. Satisfaction

Satisfaction	Choice of Trade		Entry-Level Training		On-the-job Experience	
	N	%	N	%	N	%
Satisfied	29	93.6	23	76.7	19	100.0
Not Satisfied	2	6.5	7	23.3	0	0.0
Unknown	0	0.0	0	0.0	0	0.0
Total[1]	**31**	**100.0**	**30**	**100.0**	**19**	**100.0**

[1] Total for "Choice of Trade" represents all Sheet Metal Worker apprentices; total for "Entry-level Training" represents all who attended training; total for "On-the-job Experience" is only for those who logged hours and completed entry-level prior to June 30, 2002.

21. Number of Registrations and Certifications in Newfoundland and Labrador, 1996-2002[1]

Year	Registered Apprentices		Trades Qualifiers		Total[2]	
	# Registrations	# Certifications	# Registrations	# Certifications	# Registrations	# Certifications
1996	3	0	0	3	3	3
1997	14	5	1	3	15	8
1998	3	3	4	2	7	5
1999	15	3	1	3	16	6
2000	13	0	0	0	13	0
2001	8	1	0	8	8	9
2002	4	0	0	1	4	1
Total	**60**	**12**	**6**	**20**	**66**	**32**

[1] Source: Division of Institutional and Industrial Training.

[2] Total refers to combination of Registered Apprentices and Trades Qualifiers

Steamfitter/Pipefitter

1. Response Rate

Gender	Steamfitter/Pipefitter						All Trades					
	Completed Survey		Did Not Complete Survey		Total		Completed Survey		Did Not Complete Survey		Total	
	N	%	N	%	N	%	N	%	N	%	N	%
Female	3	50.0	3	50.0	6	100.0	604	41.4	856	58.6	1460	100.0
Male	198	62.3	120	37.7	318	100.0	3797	52.1	3484	47.9	7281	100.0
Total	**201**	**62.0**	**123**	**38.0**	**324**	**100.0**	**4401**	**50.3**	**4340**	**49.7**	**8741**	**100.0**

2. Average Age

Steamfitter/Pipefitter		All Trades	
N	Average Age in Years	N	Average Age in Years
201	29.2	4401	30.4

3. Employment Status Prior to Registering as Apprentice

Status	Steamfitter/Pipefitter		All Trades	
	N	%	N	%
Employed	108	53.7	2334	53.0
Unemployed	57	28.4	1439	32.7
High School	24	11.9	350	8.0
Post-Secondary Education	8	4.0	179	4.1
Out of Labour Market	3	1.5	64	1.5
Seasonal	0	0.0	20	0.5
Other/Unknown	1	0.5	15	0.3
Total	**201**	**100.0**	**4401**	**100.0**

4. Entry-level Completion Status

Entry-level Completion Status	Steamfitter/Pipefitter		All Trades	
	N	%	N	%
Completed	186	92.5	3792	86.2
Dropped	6	3.0	342	7.8
In Progress	5	2.5	108	2.5
Not Started	3	1.5	94	2.1
Unknown	1	0.5	65	1.5
Total	**201**	**100.0**	**4401**	**100.0**

5. Year Completed Entry-level Courses

Year Completed Entry-level Courses	Steamfitter/Pipefitter		All Trades	
	N	%	N	%
2003	6	3.2	110	2.9
2002	78	41.9	897	23.7
2001	24	12.9	685	18.1
2000	13	7.0	642	16.9
1999	13	7.0	484	12.8
1998	6	3.2	243	6.4
1997	4	2.2	112	3.0
1996	2	1.1	36	0.9
1991-1995	11	5.9	97	2.6
Prior to 1991	1	0.5	32	0.8
Unknown/Not Certain	28	15.1	454	12.0
Total	**186**	**100.0**	**3792**	**100.0**

6. Pubic/Private Institution Attended for Training

Institution Type	Steamfitter/Pipefitter		All Trades	
	N	%	N	%
Public	107	54.0	2268	52.7
Private	80	40.4	1881	43.7
Other/Unknown	11	5.6	158	3.7
Total	**198**	**100.0**	**4307**	**100.0**

7. Method of Instruction for Entry-level Training Courses

Method of Instruction	Steamfitter/Pipefitter		All Trades	
	N	%	N	%
Lecture-based	93	47.0	2448	56.8
Self-paced	84	42.4	1476	34.3
Other/Unknown	21	10.6	383	8.9
Total	**198**	**100.0**	**4307**	**100.0**

8. Main Source of Funding for Entry-level Training

Main Source of Funding	Steamfitter/Pipefitter		All Trades	
	N	%	N	%
HRSD	107	54.0	2294	53.3
Government Student Loans	38	19.2	1253	29.1
Personal Savings/Work Income	32	16.2	363	8.4
Parents	9	4.6	143	3.3
Other Types of Loans	5	2.5	67	1.6
Employer/Union	2	1.0	50	1.2
Native Band Council/Association	0	0.0	41	1.0
Worker's Compensation	0	0.0	23	0.5
Other/Unknown	4	2.0	73	1.7
Total	**198**	**100.0**	**4307**	**100.0**

9. Logging On-the-job Hours[1]

Logging On-the-job Hours	Steamfitter/Pipefitter		All Trades	
	N	%	N	%
Logged Hours	76	59.4	2255	79.1
Did Not Log Hours	52	40.6	593	20.8
Unknown	0	0.0	3	0.1
Total	**128**	**100.0**	**2851**	**100.0**

[1] Apprentices completing Entry-level prior to June 30, 2002

10. Where On-the-job Hours Were Logged

Where On-the-job Hours Were Logged	Steamfitter/Pipefitter		All Trades	
	N	%	N	%
Newfoundland and Labrador Only	55	47.4	2310	69.4
Both In and Out of Newfoundland and Labrador	45	38.8	585	17.6
Outside Newfoundland and Labrador Only	16	13.8	431	13.0
Total[1]	**116**	**100.0**	**3327**	**100.0**

[1] Response for 1 apprentice was unknown.

11. Intent to Write Journeyperson's Exam

Intent To Write Journeyperson's Exam	Steamfitter/Pipefitter		All Trades	
	N	%	N	%
Intend to Write	111	95.7	2711	81.5
Do Not Intend to Write	4	3.4	443	13.3
Unknown	1	0.9	173	5.2
Total	**116**	**100.0**	**3327**	**100.0**

12. Difficulty Finding Trade-related Employment

Difficulty Finding Trade-related Employment	Steamfitter/Pipefitter		All Trades	
	N	%	N	%
Difficulty	115	57.2	1593	36.2
No Difficulty	72	35.8	2525	57.4
Not Applicable - Not Looking for Work	13	6.5	268	6.1
Unknown	1	0.5	15	0.3
Total	**201**	**100.0**	**4401**	**100.0**

13. Reasons for Difficulty Finding Trade-related Employment

Reason for Difficulty Finding Trade-related Employment	Steamfitter/Pipefitter		All Trades	
	N	%	N	%
No jobs	93	80.9	1151	72.3
Employers want workers with more experience	20	17.4	388	24.4
Unable to get into the union	23	20.0	184	11.6
Other reasons	13	11.3	267	16.8
Total[1]	**115**	**100.0**	**1593**	**100.0**

[1] Multiple responses allowed

14. Employment Status at Time of Survey (February - May 2003)

Status	Steamfitter/Pipefitter		All Trades	
	N	%	N	%
Employed Full-time	78	38.8	2170	49.3
Employed Part-time	4	2.0	186	4.2
Seasonal	12	6.0	200	4.5
Unemployed	95	47.3	1461	33.2
Enrolled in Education	10	5.0	298	6.8
Out of Labour Market	2	1.0	79	1.8
Other/Unknown	0	0.0	7	0.2
Total	**201**	**100.0**	**4401**	**100.0**

15. Type of Full-time Employment at Time of Survey

Status	Steamfitter/Pipefitter		All Trades	
	N	%	N	%
Apprentice in Trade	31	39.7	1140	52.5
Directly Related to Trade[1]	7	9.0	259	11.9
Indirectly Related to Trade	9	11.5	184	8.5
Not at All Related to Trade	29	37.2	561	25.9
Other/Unknown	2	2.6	26	1.2
Total	**78**	**100.0**	**2170**	**100.0**

[1] "Directly Related to Trade" means the individual is working in their trade, but not as an apprentice

16. Hours per Week Worked in Paid Full-time Employment at Time of Survey by Type of Employment

Type of Employment	Steamfitter/Pipefitter		All Trades	
	N	Average # Hours	N	Average # Hours
Apprentice in Trade	31	45.8	1140	45.1
Directly Related to Trade	7	44.6	259	46.4
Indirectly Related to Trade	9	48.3	184	48.9
Not at All Related to Trade	29	48.5	561	45.6
Other	0	N/A	7	59.1
Total[1]	**76**	**47.0**	**2151**	**45.7**

[1] The responses for 2 Steamfitter/Pipefitter apprentices and 19 apprentices overall were unknown.

17. Hourly Wage of Apprentices in Paid Full-time Employment at Time of Survey by Type of Employment

Type of Employment	Steamfitter/Pipefitter		All Trades	
	N	Average Hourly Wage	N	Average Hourly Wage
Apprentice in Trade	31	$18.40	1140	$13.69
Directly Related to Trade	7	$18.00	259	$16.28
Indirectly Related to Trade	9	$15.25	184	$16.11
Not at All Related to Trade	29	$11.09	561	$12.43
Other	0	N/A	7	$17.50
Total[1]	**76**	**$15.51**	**2151**	**$13.90**

[1] The responses for 2 Steamfitter/Pipefitter apprentices and 19 apprentices overall were unknown.

18. Union Membership

Union Membership	Steamfitter/Pipefitter		All Trades	
	N	%	N	%
Union	96	47.8	1266	28.8
Non-Union	105	52.2	3111	70.7
Unknown	0	0.0	24	0.5
Total	**201**	**100.0**	**4401**	**100.0**

19. Union Affiliation

Union	N	%
UAP	63	65.6
CEP - Communications, Energy & Paperworks	6	6.3
USWA	4	4.2
Labourers International Union	4	4.2
Iron Workers	3	3.1
Other/Unknown	16	16.7
Total	**96**	**100.0**

20. Satisfaction

Satisfaction	Choice of Trade		Entry-Level Training		On-the-job Experience	
	N	%	N	%	N	%
Satisfied	162	80.6	182	91.9	74	97.4
Not Satisfied	37	18.4	15	7.6	2	2.6
Unknown	2	1.0	1	0.5	0	0.0
Total[1]	**201**	**100.0**	**198**	**100.0**	**76**	**100.0**

[1] Total for "Choice of Trade" represents all Steamfitter/Pipefitter apprentices; total for "Entry-level Training" represents all who attended training; total for "On-the-job Experience" is only for those who logged hours and completed entry-level prior to June 30, 2002

21. Number of Registrations and Certifications in Newfoundland and Labrador, 1996-2002[1]

Year	Registered Apprentices		Trades Qualifiers		Total[2]	
	# Registrations	# Certifications	# Registrations	# Certifications	# Registrations	# Certifications
1996	25	9	1	4	26	13
1997	70	8	1	8	71	16
1998	10	6	1	23	11	29
1999	47	0	3	1	50	1
2000	58	5	3	5	61	10
2001	37	10	10	20	47	30
2002	187	4	3	16	190	20
Total	**434**	**42**	**22**	**77**	**456**	**119**

[1] Source: Division of Institutional and Industrial Training

[2] Total refers to combination of Registered Apprentices and Trades Qualifiers

Truck and Transport Mechanic

1. Response Rate

Gender	Truck and Transport Mechanic						All Trades					
	Completed Survey		Did Not Complete Survey		Total		Completed Survey		Did Not Complete Survey		Total	
	N	%	N	%	N	%	N	%	N	%	N	%
Female	0	0.0	0	0.0	0	100.0	604	41.4	856	58.6	1460	100.0
Male	45	58.4	32	41.6	77	100.0	3797	52.1	3484	47.9	7281	100.0
Total	**45**	**58.4**	**32**	**41.6**	**77**	**100.0**	**4401**	**50.3**	**4340**	**49.7**	**8741**	**100.0**

2. Average Age

Truck and Transport Mechanic		All Trades	
N	Average Age in Years	N	Average Age in Years
45	30.8	4401	30.4

3. Employment Status Prior to Registering as Apprentice

Status	Truck and Transport Mechanic		All Trades	
	N	%	N	%
Employed	34	75.6	2334	53.0
Unemployed	7	15.6	1439	32.7
High School	2	4.4	350	8.0
Post-Secondary Education	2	4.4	179	4.1
Out of Labour Market	0	0.0	64	1.5
Seasonal	0	0.0	20	0.5
Other/Unknown	0	0.0	15	0.3
Total	**45**	**100.0**	**4401**	**100.0**

4. Entry-level Completion Status

Entry-level Completion Status	Truck and Transport Mechanic		All Trades	
	N	%	N	%
Completed	37	82.2	3792	86.2
Dropped	1	2.2	342	7.8
In Progress	3	6.7	108	2.5
Not Started	1	2.2	94	2.1
Unknown	3	6.7	65	1.5
Total	**45**	**100.0**	**4401**	**100.0**

5. Year Completed Entry-level Courses

Year Completed Entry-level Courses	Truck and Transport Mechanic		All Trades	
	N	%	N	%
2003	0	0.0	110	2.9
2002	3	8.1	897	23.7
2001	7	18.9	685	18.1
2000	8	21.6	642	16.9
1999	9	24.3	484	12.8
1998	2	5.4	243	6.4
1997	1	2.7	112	3.0
1996	2	5.4	36	0.9
1991-1995	0	0.0	97	2.6
Prior to 1991	1	2.7	32	0.8
Unknown/Not Certain	4	10.8	454	12.0
Total	**37**	**100.0**	**3792**	**100.0**

6. Pubic/Private Institution Attended for Training

Institution Type	Truck and Transport Mechanic		All Trades	
	N	%	N	%
Public	42	95.5	2268	52.7
Private	2	4.5	1881	43.7
Other/Unknown	0	0.0	158	3.7
Total	**44**	**100.0**	**4307**	**100.0**

7. Method of Instruction for Entry-level Training Courses

Method of Instruction	Truck and Transport Mechanic		All Trades	
	N	%	N	%
Lecture-based	11	25.0	2448	56.8
Self-paced	31	70.5	1476	34.3
Other/Unknown	2	4.5	383	8.9
Total	**44**	**100.0**	**4307**	**100.0**

8. Main Source of Funding for Entry-level Training

Main Source of Funding	Truck and Transport Mechanic		All Trades	
	N	%	N	%
HRSD	26	59.1	2294	53.3
Government Student Loans	13	29.6	1253	29.1
Personal Savings/Work Income	2	4.6	363	8.4
Parents	1	2.3	143	3.3
Other Types of Loans	0	0.0	67	1.6
Employer/Union	0	0.0	50	1.2
Native Band Council/Association	1	2.3	41	1.0
Worker's Compensation	0	0.0	23	0.5
Other/Unknown	1	2.3	73	1.7
Total	**44**	**100.0**	**4307**	**100.0**

9. Logging On-the-job Hours[1]

Logging On-the-job Hours	Truck and Transport Mechanic		All Trades	
	N	%	N	%
Logged Hours	28	84.8	2255	79.1
Did Not Log Hours	5	15.2	593	20.8
Unknown	0	0.0	3	0.1
Total	**33**	**100.0**	**2851**	**100.0**

[1] Apprentices completing Entry-level prior to June 30, 2002

10. Where On-the-job Hours Were Logged

Where On-the-job Hours Were Logged	Truck and Transport Mechanic		All Trades	
	N	%	N	%
Newfoundland and Labrador Only	29	76.3	2310	69.4
Both In and Out of Newfoundland and Labrador	8	21.1	585	17.6
Outside Newfoundland and Labrador Only	1	2.6	431	13.0
Total[1]	**38**	**100.0**	**3327**	**100.0**

[1] Response for 1 apprentice was unknown.

11. Intent to Write Journeyperson's Exam

Intent To Write Journeyperson's Exam	Truck and Transport Mechanic		All Trades	
	N	%	N	%
Intend to Write	34	89.5	2711	81.5
Do Not Intend to Write	2	5.3	443	13.3
Unknown	2	5.3	173	5.2
Total	**38**	**100.0**	**3327**	**100.0**

12. Difficulty Finding Trade-related Employment

Difficulty Finding Trade-related Employment	Truck and Transport Mechanic		All Trades	
	N	%	N	%
Difficulty	11	24.4	1593	36.2
No Difficulty	33	73.3	2525	57.4
Not Applicable - Not Looking for Work	1	2.2	268	6.1
Unknown	0	0.0	15	0.3
Total	**45**	**100.0**	**4401**	**100.0**

13. Reasons for Difficulty Finding Trade-related Employment

Reason for Difficulty Finding Trade-related Employment	Truck and Transport Mechanic		All Trades	
	N	%	N	%
No jobs	6	54.6	1151	72.3
Employers want workers with more experience	5	45.5	388	24.4
Unable to get into the union	0	0.0	184	11.6
Other reasons	2	18.2	267	16.8
Total[1]	**11**	**100.0**	**1593**	**100.0**

[1] Multiple responses allowed

14. Employment Status at Time of Survey (February - May 2003)

Status	Truck and Transport Mechanic		All Trades	
	N	%	N	%
Employed Full-time	30	66.7	2170	49.3
Employed Part-time	0	0.0	186	4.2
Seasonal	3	6.7	200	4.5
Unemployed	8	17.8	1461	33.2
Enrolled in Education	4	8.9	298	6.8
Out of Labour Market	0	0.0	79	1.8
Other/Unknown	0	0.0	7	0.2
Total	**45**	**100.0**	**4401**	**100.0**

15. Type of Full-time Employment at Time of Survey

Status	Truck and Transport Mechanic		All Trades	
	N	%	N	%
Apprentice in Trade	18	60.0	1140	52.5
Directly Related to Trade[1]	4	13.3	259	11.9
Indirectly Related to Trade	3	10.0	184	8.5
Not at All Related to Trade	5	16.7	561	25.9
Other/Unknown	0	0.0	26	1.2
Total	**30**	**100.0**	**2170**	**100.0**

[1] "Directly Related to Trade" means the individual is working in their trade, but not as an apprentice.

16. Hours per Week Worked in Paid Full-time Employment at Time of Survey by Type of Employment

Type of Employment	Truck and Transport Mechanic		All Trades	
	N	Average # Hours	N	Average # Hours
Apprentice in Trade	18	48.2	1140	45.1
Directly Related to Trade	4	47.5	259	46.4
Indirectly Related to Trade	3	43.3	184	48.9
Not at All Related to Trade	[illegible]	49.0	561	45.6
Other	0	N/A	7	59.1
Total[1]	**30**	**47.7**	**2151**	**45.7**

[1] The responses for 19 apprentices overall were unknown

17. Hourly Wage of Apprentices in Paid Full-time Employment at Time of Survey by Type of Employment

Type of Employment	Truck and Transport Mechanic		All Trades	
	N	Average Hourly Wage	N	Average Hourly Wage
Apprentice in Trade	18	$14.00	1140	$13.69
Directly Related to Trade	4	$20.50	259	$16.28
Indirectly Related to Trade	3	$15.50	184	$16.11
Not at All Related to Trade	5	$10.50	561	$12.43
Other	0	N/A	7	$17.50
Total[1]	**30**	**$14.63**	**2151**	**$13.90**

[1] The responses for 19 apprentices overall were unknown

18. Union Membership

Union Membership	Truck and Transport Mechanic		All Trades	
	N	%	N	%
Union	15	33.3	1266	28.8
Non-Union	30	66.7	3111	70.7
Unknown	0	0.0	24	0.5
Total	**45**	**100.0**	**4401**	**100.0**

19. Union Affiliation

Union	N	%
Teamsters	4	26.7
NAPE	3	20.0
IUOE	3	20.0
Labourers International Union	2	13.3
CUPE	2	13.3
Other/Unknown	1	6.7
Total	**15**	**100.0**

20. Satisfaction

Satisfaction	Choice of Trade		Entry-Level Training		On-the-job Experience	
	N	%	N	%	N	%
Satisfied	42	93.3	31	70.5	28	100.0
Not Satisfied	3	6.7	12	27.3	0	0.0
Unknown	0	0.0	1	2.3	0	0.0
Total[1]	**45**	**100.0**	**44**	**100.0**	**28**	**100.0**

[1] Total for "Choice of Trade" represents all Truck and Transport Mechanic apprentices; total for "Entry-level Training" represents all who attended training; total for "On-the-job Experience" is only for those who logged hours and completed entry-level prior to June 30, 2002.

21. Number of Registrations and Certifications in Newfoundland and Labrador, 1996-2002[1]

Year	Registered Apprentices		Trades Qualifiers		Total[2]	
	# Registrations	# Certifications	# Registrations	# Certifications	# Registrations	# Certifications
1996	14	2	1	5	15	7
1997	17	6	5	11	22	17
1998	6	3	0	7	6	10
1999	31	5	4	8	35	13
2000	17	2	5	8	22	10
2001	9	5	3	8	12	13
2002	18	4	0	11	18	15
Total	**112**	**27**	**18**	**58**	**130**	**85**

[1] Source: Division of Institutional and Industrial Training

[2] Total refers to combination of Registered Apprentices and Trades Qualifiers

Welder

1. Response Rate

Gender	Welder						All Trades					
	Completed Survey		Did Not Complete Survey		Total		Completed Survey		Did Not Complete Survey		Total	
	N	%	N	%	N	%	N	%	N	%	N	%
Female	23	54.8	19	45.2	42	100.0	604	41.4	856	58.6	1460	100.0
Male	538	52.4	489	47.6	1027	100.0	3797	52.1	3484	47.9	7281	100.0
Total	**561**	**52.5**	**508**	**47.5**	**1069**	**100.0**	**4401**	**50.3**	**4340**	**49.7**	**8741**	**100.0**

2. Average Age

Welder		All Trades	
N	Average Age in Years	N	Average Age in Years
561	28.9	4401	30.4

3. Employment Status Prior to Registering as Apprentice

Status	Welder		All Trades	
	N	%	N	%
Employed	300	53.5	2334	53.0
Unemployed	192	34.2	1439	32.7
High School	45	8.0	350	8.0
Post-Secondary Education	14	2.5	179	4.1
Out of Labour Market	5	0.9	64	1.5
Seasonal	4	0.7	20	0.5
Other/Unknown	1	0.2	15	0.3
Total	**561**	**100.0**	**4401**	**100.0**

4. Entry-level Completion Status

Entry-level Completion Status	Welder		All Trades	
	N	%	N	%
Completed	524	93.4	3792	86.2
Dropped	26	4.6	342	7.8
In Progress	5	0.9	108	2.5
Not Started	4	0.7	94	2.1
Unknown	2	0.4	65	1.5
Total	**561**	**100.0**	**4401**	**100.0**

5. Year Completed Entry-level Courses

Year Completed Entry-level Courses	Welder		All Trades	
	N	%	N	%
2003	16	3.1	110	2.9
2002	109	20.8	897	23.7
2001	114	21.8	685	18.1
2000	89	17.0	642	16.9
1999	74	14.1	484	12.8
1998	37	7.1	243	6.4
1997	14	2.7	112	3.0
1996	2	0.4	36	0.9
1991-1995	6	1.1	97	2.6
Prior to 1991	6	1.1	32	0.8
Unknown/Not Certain	57	10.9	454	12.0
Total	**524**	**100.0**	**3792**	**100.0**

6. Main Reason for Dropping Entry-level Courses

Main Reason for Dropping Entry-level Courses	N	%
Started a job	7	26.9
Difficulty of program	5	19.2
Was not interested in classroom training	3	11.5
Could not pay for in-class training tuition	3	11.5
Other Reasons/Unknown	8	30.8
Total	**26**	**100.0**

7. Pubic/Private Institution Attended for Training

Institution Type	Welder		All Trades	
	N	%	N	%
Public	276	49.6	2268	52.7
Private	266	47.8	1881	43.7
Other/Unknown	15	2.7	158	3.7
Total	**557**	**100.0**	**4307**	**100.0**

8. Method of Instruction for Entry-level Training Courses

Method of Instruction	Welder		All Trades	
	N	%	N	%
Lecture-based	327	58.7	2448	56.8
Self-paced	179	32.1	1476	34.3
Other/Unknown	51	9.2	383	8.9
Total	**557**	**100.0**	**4307**	**100.0**

9. Main Source of Funding for Entry-level Training

Main Source of Funding	Welder		All Trades	
	N	%	N	%
HRSD	338	60.7	2294	53.3
Government Student Loans	135	24.2	1253	29.1
Personal Savings/Work Income	42	7.5	363	8.4
Parents	20	3.6	143	3.3
Other Types of Loans	7	1.3	67	1.6
Employer/Union	1	0.2	50	1.2
Native Band Council/Association	7	1.3	41	1.0
Worker's Compensation	1	0.2	23	0.5
Other/Unknown	5	0.9	73	1.7
Total	**557**	**100.0**	**4307**	**100.0**

10. Logging On-the-job Hours[1]

Logging On-the-job Hours	Welder		All Trades	
	N	%	N	%
Logged Hours	328	79.0	2255	79.1
Did Not Log Hours	87	21.0	593	20.8
Unknown	0	0.0	3	0.1
Total	**415**	**100.0**	**2851**	**100.0**

[1] Apprentices completing Entry-level prior to June 30, 2002

11. Where On-the-job Hours Were Logged

Where On-the-job Hours Were Logged	Welder		All Trades	
	N	%	N	%
Newfoundland and Labrador Only	217	51.2	2310	69.4
Both In and Out of Newfoundland and Labrador	103	24.3	585	17.6
Outside Newfoundland and Labrador Only	104	24.5	431	13.0
Total[1]	**424**	**100.0**	**3327**	**100.0**

[1] Response for 1 apprentice was unknown.

12. Intent to Write Journeyperson's Exam

Intent To Write Journeyperson's Exam	Welder		All Trades	
	N	%	N	%
Intend to Write	365	86.1	2711	81.5
Do Not Intend to Write	41	9.7	443	13.3
Unknown	18	4.2	173	5.2
Total	**424**	**100.0**	**3327**	**100.0**

13. Reasons for Not Intending to Write Journeyperson's Exam

Reason for Not Intending to Write Journeyperson's Exam	N	%
Not interested in trade	11	61.1
Found a job outside trade	6	33.3
Cannot find a job in trade	6	33.3
Lack of financing	4	22.2
Personal/Family issues	3	16.7
Other reasons	3	16.7
Total[1]	**18**	**100.0**

[1] Multiple responses allowed

[2] Only 18 of 41 Welder and 183 of 443 apprentices overall who did not intend to write the journeyperson's exam were asked this question

14. Difficulty Finding Trade-related Employment

Difficulty Finding Trade-related Employment	Welder		All Trades	
	N	%	N	%
Difficulty	265	47.2	1593	36.2
No Difficulty	272	48.5	2525	57.4
Not Applicable - Not Looking for Work	24	4.3	268	6.1
Unknown	0	0.0	15	0.3
Total	**561**	**100.0**	**4401**	**100.0**

15. Reasons for Difficulty Finding Trade-related Employment

Reason for Difficulty Finding Trade-related Employment	Welder		All Trades	
	N	%	N	%
No jobs	199	75.1	1151	72.3
Employers want workers with more experience	57	21.5	388	24.4
Unable to get into the union	45	17.0	184	11.6
Other reasons	39	14.7	267	16.8
Total[1]	**265**	**100.0**	**1593**	**100.0**

[1] Multiple responses allowed

16. Employment Status at Time of Survey (February - May 2003)

Status	Welder		All Trades	
	N	%	N	%
Employed Full-time	235	41.9	2170	49.3
Employed Part-time	8	1.4	186	4.2
Seasonal	31	5.5	200	4.5
Unemployed	250	44.6	1461	33.2
Enrolled in Education	26	4.6	298	6.8
Out of Labour Market	10	1.8	79	1.8
Other/Unknown	1	0.2	7	0.2
Total	**561**	**100.0**	**4401**	**100.0**

17. Type of Full-time Employment at Time of Survey

Status	Welder		All Trades	
	N	%	N	%
Apprentice in Trade	114	48.5	1140	52.5
Directly Related to Trade[1]	13	5.5	259	11.9
Indirectly Related to Trade	17	7.2	184	8.5
Not at All Related to Trade	89	37.9	561	25.9
Other/Unknown	2	0.9	26	1.2
Total	**235**	**100.0**	**2170**	**100.0**

[1] "Directly Related to Trade" means the individual is working in their trade, but not as an apprentice.

18. Hours per Week Worked in Paid Full-time Employment at Time of Survey by Type of Employment

Type of Employment	Welder		All Trades	
	N	Average # Hours	N	Average # Hours
Apprentice in Trade	114	46.8	1140	45.1
Directly Related to Trade	13	47.7	259	46.4
Indirectly Related to Trade	17	47.8	184	48.9
Not at All Related to Trade	89	46.7	561	45.6
Other	2	45.0	7	59.1
Total[1]	**235**	**46.9**	**2151**	**45.7**

[1] The responses for 19 apprentices overall were unknown.

19. Hourly Wage of Apprentices in Paid Full-time Employment at Time of Survey by Type of Employment

Type of Employment	Welder		All Trades	
	N	Average Hourly Wage	N	Average Hourly Wage
Apprentice in Trade	114	$15.05	1140	$13.69
Directly Related to Trade	13	$17.90	259	$16.28
Indirectly Related to Trade	17	$15.27	184	$16.11
Not at All Related to Trade	89	$11.59	561	$12.43
Other	2	$22.50	7	$17.50
Total[1]	**235**	**$13.96**	**2151**	**$13.90**

[1] The responses for 19 apprentices overall were unknown.

20. Union Membership

Union Membership	Welder		All Trades	
	N	%	N	%
Union	130	23.2	1266	28.8
Non-Union	431	76.8	3111	70.7
Unknown	0	0.0	24	0.5
Total	**561**	**100.0**	**4401**	**100.0**

21. Union Affiliation

Union	N	%
FFAW/CAW	22	16.9
Iron Workers	18	13.9
Boilermakers	13	10.0
USWA	11	8.5
UBC	11	8.5
Other/Unknown	55	42.3
Total	**130**	**100.0**

22. Satisfaction

Satisfaction	Choice of Trade		Entry-Level Training		On-the-job Experience	
	N	%	N	%	N	%
Satisfied	490	87.3	521	93.5	316	96.3
Not Satisfied	68	12.1	32	5.8	10	3.0
Unknown	3	0.5	4	0.7	2	0.7
Total[1]	**561**	**100.0**	**557**	**100.0**	**328**	**100.0**

[1] Total for "Choice of Trade" represents all Welder apprentices; total for "Entry-level Training" represents all who attended training; total for "On-the-job Experience" is only for those who logged hours and completed entry level prior to June 30, 2002.

23. Number of Registrations and Certifications in Newfoundland and Labrador, 1996-2002[1]

Year	Registered Apprentices		Trades Qualifiers		Total[2]	
	# Registrations	# Certifications	# Registrations	# Certifications	# Registrations	# Certifications
1996	20	37	5	13	25	50
1997	163	30	10	39	173	69
1998	164	29	6	14	170	43
1999	324	44	5	20	329	64
2000	268	29	10	7	278	36
2001	236	42	11	10	247	52
2002	197	53	9	24	206	77
Total	**1372**	**264**	**56**	**127**	**1428**	**391**

[1] Source: Division of Institutional and Industrial Training

[2] Total refers to combination of Registered Apprentices and Trades Qualifiers

TRADES NOT LISTED IN PART II TABLES

There were 8741 apprentices registered prior to September 1, 2002, representing 34 trades, including Maintenance Operator apprentices. Trades with fewer than 25 survey respondents as well as Maintenance Operator apprentices were not included in the tables for Part II. These trades were:

Trade	Completed Survey	Did Not Complete Survey	Total
Boilermaker	3	8	11
Bricklayer	8	20	28
Cabinet Maker	0	2	2
Driller/Blaster	3	1	4
Maintenance Operator[1]	32	15	47
Painter and Decorator	3	4	7
Power Systems Operator	5	1	6
Powerline Technician (Construction)	2	0	2
Residential Electrician	7	5	12
Small Equipment Repair Technician	13	30	43
Sprinkler System Installer	8	7	15
Stonemason	4	6	10

[1] Maintenance Operator is not an actual trade, but a generic name given to a group entering apprenticeship through an agreement between the Iron Ore Company of Canada and College of the North Atlantic.

APPENDICES

APPENDIX A: LIST OF OCCUPATIONS DESIGNATED FOR APPRENTICESHIP TRAINING IN NEWFOUNDLAND AND LABRADOR[1]

Occupation	
Automotive Service Technician	Mobile Crane Operator
Boilermaker	Motor Vehicle Body Repairer (Metal & Paint)
Bricklayer	Oil Burner Mechanic
Cabinet Maker	Painter and Decorator
Carpenter	Plumber
Cook	Power Systems Operator
Construction Electrician	Powerline Technician (Construction)
Driller/Blaster	Powerline Technician (Operating)
Hairstylist	Refrigeration and Air Conditioning Mechanic
Heavy Duty Equipment Technician	Residential Electrician
Heavy Equipment Operator	Roofer
Industrial Electrician	Sheet Metal Worker
Industrial Instrument Mechanic	Small Equipment Repair Technician
Industrial Mechanic (Millwright)	Sprinkler System Installer
Insulator (Heat & Frost)	Steamfitter/Pipefitter
Ironworker (Generalist)	Stonemason
Lather (Interior Systems Mechanic)	Truck and Transport Mechanic
Machinist	Welder
Metal Fabricator (Fitter)	

[1] Current as of December 31, 2003.

Source: Division of Institutional and Industrial Training, Department of Education

APPENDIX B: APPRENTICESHIP PROGRAM DELIVERY 2003/04[1], NEWFOUNDLAND AND LABRADOR PRIVATE AND PUBLIC TRAINING[2] INSTITUTIONS

Trade	Location at which Program is Registered	Entry-level (E), Advanced-level (A)
Automotive Service Technician	Academy Canada, St. John's	E
	Centrac, Marystown	E
	Highland College, St. John's	E, A
	CNA, Bay St. George	E, A
	CNA, Gander	E, A
	CNA, Happy Valley-Goose Bay	E, A
	CNA, Prince Phillip Drive, St. John's	E, A
Baker	CNA, Bay St. George	E
	Academy Canada, Corner Brook	E
	Academy Canada, St. John's	E
Bricklayer	CNA, Corner Brook	E, A
Carpenter	Academy Canada, Corner Brook	E, A
	Academy Canada, St. John's	E
	Carpenter's Training Institute, St. John's	E, A
	Centrac, Marystown	E
	DieTrac, Lewisporte	E
	CNA, Clarenville	E, A
Construction Electrician (* NOTE: These campuses offer an Entry-level Electrician program only, representing both Construction and Industrial Electrician programs)	* Academy Canada, Corner Brook	E
	Academy Canada, St. John's	E, A
	* Centrac, Marystown	E
	DieTrac, Lewisporte	E, A
	* CNA, Bonavista	E
	* CNA, Corner Brook	E
	CNA, Seal Cove	E, A
Cook	Academy Canada, Corner Brook	E
	CNA, Bay St. George	E, A
	CNA, Burin	E, A
	CNA, Happy Valley-Goose Bay	E
	CNA, Prince Phillip Drive, St. John's	E, A
	CNA, Seal Cove	E, A

Trade	Location at which Program is Registered	Entry-level (E), Advanced-level (A)
Hairstylist	Academy Canada, Corner Brook	E
	Academy Canada, St. John's	E
	Corona College, Grand Falls-Windsor	E
	Keyin, Carbonear	E
	Keyin, Clarenville	E
	Lemoine's, St. John's	E
	Woodford Training Centre, Kelligrews	E
	CNA, Bay St. George	E
	CNA, Burin	E
	CNA, Gander	E
Heavy Equipment Operator	Academy Canada, Corner Brook	E
	Canadian Training Institute, Bay Roberts	E
	Centrac, Marystown	E
	Central Training Academy, Badger	E
	Operating Engineers, Holyrood	E
	CNA, Bay St. George	E, A
	CNA, Happy Valley-Goose Bay	E
Heavy Duty Equipment Technician	DieTrac, Lewisporte	E, A
	CNA, Baie Verte	E
	CNA, Bay St. George	E, A
	CNA, Happy Valley-Goose Bay	E
	CNA, Placentia	E
Industrial Electrician (* NOTE: These campuses offer an Entry-level Electrician program only, representing both Construction and Industrial Electrician programs)	* Academy Canada, Corner Brook	E
	Academy Canada, St. John's	E, A
	* Centrac, Marystown	E
	DieTrac, Lewisporte	E, A
	* CNA, Bonavista	E
	* CNA, Corner Brook	E
	CNA, Seal Cove	E, A
Industrial Instrument Mechanic	DieTrac, Lewisporte	E
Industrial Mechanic (Millwright)	DieTrac, Lewisporte	E, A
	CNA, Baie Verte	E
	CNA, Corner Brook	E
	CNA, Happy Valley-Goose Bay	E
	CNA, Placentia	E, A
Ironworker (Generalist)	Ironworker's Education and Training, St. John's	E
Machinist	DieTrac, Lewisporte	E
	CNA, Baie Verte	E
	CNA, Placentia	E, A

Trade	Location at which Program is Registered	Entry-level (E), Advanced-level (A)
Metal Fabricator (Fitter)	CNA, Burin	E
	CNA, Port aux Basques	E
Mobile Crane Operator	Operating Engineers, Holyrood	E
	CNA, Bay St. George	E, A
Motor Vehicle Body Repairer (Metal and Paint)	Academy Canada, St. John's	E
	CNA, Prince Phillip Drive, St. John's	E, A
Oil Burner Mechanic	CNA, Seal Cove	E
Painter and Decorator	Academy Canada, St. John's	E
	Centrac, Marystown	E
Plumber	Academy Canada, St. John's	E
	DieTrac, Lewisporte	E
	UA Training Centre, Mt. Pearl	E
	CNA, Clarenville	E
Powerline Technician (Construction)	CNA, Seal Cove	E, A
Powerline Technician (Operating)	CNA, Seal Cove	E, A
Refrigeration and Air Conditioning Mechanic	CNA, Ridge Road, St. John's	E, A
Residential Electrician	CNA, Happy Valley-Goose Bay	E, A
Roofer	Academy Canada, St. John's	E
Sheet Metal Worker	Academy Canada, St. John's	E
	CNA, Happy Valley-Goose Bay	E
Small Equipment Repairer	CNA, Bay St. George	E
Sprinkler System Installer	UA Training Centre, Mt. Pearl	E
Steamfitter/Pipefitter	Academy Canada, Corner Brook	E
	Academy Canada, St. John's	E
	Centrac, Marystown	E
	UA Training Centre, Mt. Pearl	E
	CNA, Baie Verte	E
	CNA, Clarenville	E, A
Stonemason	CNA, Carbonear	E, A
Truck and Transport Mechanic	DieTrac, Lewisporte	E
	CNA, Bay St. George	E,,A

Trade	Location at which Program is Registered	Entry-level (E), Advanced-level (A)
Welder	Academy Canada, Corner Brook	E, A
	Academy Canada, St. John's	E, A
	Centrac, Marystown	E
	DieTrac, Lewisporte	E, A
	CNA, Baie Verte	E
	CNA, Burin	E
	CNA, Corner Brook	E
	CNA, Happy Valley-Goose Bay	E
	CNA, Placentia	E, A
	CNA, Port aux Basques	E
	CNA, Prince Phillip Drive, St. John's	E, A

[1] Current as of December 31, 2003.

[2] College of the North Atlantic (CNA) is the publicly-funded community college in Newfoundland and Labrador

Source: Division of Institutional and Industrial Training, Department of Education.

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APPENDIX D: 2003 SURVEY OF ACTIVE AND INACTIVE APPRENTICES OF NEWFOUNDLAND AND LABRADOR

Program Information (All Apprentices)

1. According to our records, you registered as an apprentice (INSERT TRADE) ___ YES NO
in year (INSERT YEAR) ___ YES NO

2. Where did you receive your training as a (INSERT TRADE) (DO NOT READ LIST) ___
    1 College of the North Atlantic
    2 Academy Canada
    3 Canadian Training Institute
    4 Carpenter's Training Institute
    5 Centrac College
    6 Corona College
    7 DieTrac Technical Institute
    8 Highland College of Trades and Technology
    9 Ironworkers Training Institute
    10 Keyin College
    11 LeMoine's School of Esthetics and Hair Design
    12 Operating Engineers College
    13 UA Training Centre
    14 Woodford Training Centre
    15 Not applicable - I haven't started my training yet
    16 Other (Name/Location) ________________

3. What Campus? (DO NOT READ LIST) _____

(If **College of the North Atlantic**)
    1 Baie Verte
    2 Bay St. George/Stephenville
    3 Bonavista
    4 Burin
    5 Carbonear
    6 Clarenville
    7 Corner Brook
    8 Gander
    9 Grand Falls-Windsor
    10 Happy Valley-Goose Bay
    11 Labrador West (Lab City)
    12 Placentia
    13 Port Aux Basques
    14 Seal Cove
    15 St. Anthony
    16 St. John's - Prince Philip Drive
    17 St. Johns - Ridge Road
    18 Other - Specify: __________________

(If **Academy Canada**)
    1 Corner Brook
    2 St. John's - Kenmount Road
    3 St. John's - Logy Bay Road
    4 Other - Specify: _______________

(If **Keyin College**)
    1 Carbonear
    2 Clarenville
    3 Gander
    4 Grand Falls - Windsor
    5 Marystown
    6 St. John's
    7 Other - Specify: _______________

Prior Education/Trade Information (All Apprentices)

4. Before you registered as an apprentice, what was your highest level of education completed? ___
(DO NOT READ LIST - CHECK ONE ONLY)
1 Grade 9 or Less
2 Some high school but did not graduate
3 Completed high school or equivalent (includes Adult Basic Education and GED)
4 Partial completion of public/private college diploma/certificate
5 Completed public/private college diploma/certificate (incl. pre-employment certificate in a trade)
6 Some university experience
7 University diploma/certificate below bachelor level
8 Bachelor degree (e.g. BA, BSc, 4-year BEd)
9 Other (Specify:) ____________________________

If answer to Question 4 is "Grade 9 or Less" or "Some high school but did not graduate", the following question (5) is asked:

5. Did you enter the apprenticeship program: ____
1 Through mature student entry into a college program
2 Through mature student entry with an employer
3 Other - Specify: _________________________

6. Before registering as an apprentice, did you receive information about the apprenticeship system or your trade from any of the following sources? (PICK ALL THAT APPLY) (READ LIST)
____ 1 High school teachers
____ 2 High school guidance counsellors
____ 3 Family
____________ 4 Friends
____________ 5 Trade union
____________ 6 Provincial Government
____ 7 HRDC/EI (Human Resources Development Canada)
____________ 8 Community Outreach Office
____ 9 Internet
____ 10 Other media, including TV/Radio/Newspaper
____ 11 College or training institution
____ 12 Other (Specify:) _________________________

If answer to Question 6 is "Provincial Government", the following question (7) is asked:

7. You indicated that you received information from the Provincial Government. Did you receive information from: (READ LIST - PICK ALL THAT APPLY)
____________ 1 Industrial Training Division
____________________ 2 Department of Youth Services and Post-Secondary Education or Department of Education
____ 3 Human Resources and Employment or Social Services
____ 4 Other - Specify: ____________________
____ 5 Can't remember

8. Before registering as an apprentice, how knowledgeable were you about the job opportunities in this trade? ____
(READ LIST AND CHECK ONE ONLY)
1 Very
2 Somewhat
3 Not at all

9. Before registering as an apprentice, were you aware that apprenticeship involved both in-class training and on-the-job work experience? ___ YES NO

10. Please indicate if any of the following factors influenced your decision to register as an apprentice:
(READ LIST - ENTER YES OR NO FOR EACH)
____ 1 Interest in trade
____ 2 Employment opportunities
____ 3 Cost of training program
____ 4 Family encouragement
____ 5 Sponsorship funding from HRDC
____________________ 6 Other (Specify:) ________________________

11. Are you satisfied with your choice of trade? ____ YES NO

If answer to Question 11 is "NO", the following question (12) is asked:

12. Have any of the following had an impact on your dissatisfaction with your trade? (READ LIST - ENTER YES OR NO FOR EACH)
____ 1 Lack of employment opportunities
____ 2 Poor wages
____ 3 Unrealistic employer expectations
____ 4 Trade not meeting your expectations
____________ 5 Poor or unsafe working conditions
____________ 6 Not being able to join a union
____ 7 Having to leave the province to find work
____ 8 Other (Specify:) ______________________

13a. Was the (INSERT TRADE) trade your first choice for post-secondary education? ___ YES NO

If answer to Question 13a is "NO", the following two questions (13b-14) are asked:

13b. What was your first choice for post-secondary education? ______________________________

14. What was the MAIN reason you were not able to do your first program of choice? ___
(DO NOT READ LIST; CHECK ONE ONLY)
1 Program was not offered in desired location
2 I did not have the prerequisites for the program
3 Program at desired location was filled
4 Waiting list at desired location was too long
5 Other - Specify: ________________________

15. What was your employment status IMMEDIATELY BEFORE registering as an apprentice? Were you: (READ LIST - ENTER YES OR NO FOR EACH)
____ 1 Employed
____ 2 Unemployed
____ 3 Enrolled in high school
____ 4 Enrolled in post-secondary program
____ 5 Out of labour market
____ 6 Other (Specify:) _____________________

If answer to Question 15 is "Employed", the following question (16) is asked:

16. Was your employment: (READ LIST - CHECK ONE ONLY) ___
1 In the trade in which you were enrolled in training
2 In another apprenticeship trade
3 Other employment

Apprenticeship Training Information (All Apprentices)

17. Did you complete all of your (INSERT ENTRY-LEVEL/PRE-EMPLOYMENT) courses? ____ YES ____ NO

18. When did you finish your (INSERT ENTRY-LEVEL/PRE-EMPLOYMENT) training? Month: ___ Year: ___

Apprentices Who Did Not Complete Entry-Level/Pre-Employment Training

19. Did you discontinue your (INSERT ENTRY-LEVEL/PRE-EMPLOYMENT) training: (READ LIST - CHECK ONE ONLY) ___

 1 Before the end of the first semester (first 15 weeks)
 2 During the second semester (second 15 weeks)
 3 During the final intersession (final 7 weeks)
 4 Other - Specify: ____________________________

20a. Please indicate whether any of the following factors had an impact on you not completing your (INSERT ENTRY-LEVEL/PRE-EMPLOYMENT) training?

____________ 1 Lost interest in the trade
____________________ 2 Felt that you would not get a job in the trade
____________________ 3 Couldn't get a student loan
____________________ 4 Couldn't pay for in-class training
____________________ 5 Didn't feel training was necessary to work in the trade
____________________ 6 Difficulty of program
____________________ 7 Not interested in classroom training
____________________ 8 Personal/family issues
____________________ 9 Transportation
____________________ 10 Feeling that wages in trade would not be high enough
____________________ 11 Started a job
____________________ 12 Pursued other education or training
____________________ 13 Other (Specify:) __________________________

20b. What would you say was the main factor for not completing your training? ___

All Apprentices (Except Direct Entry who have not yet done entry-level/pre-employment training)

21. Was the instruction method for your (INSERT ENTRY-LEVEL/PRE-EMPLOYMENT) training lecture-based or self-paced? ___
(Note: Self-paced courses do not have lectures)
 1 Lecture-based
 2 Self-paced
 3 Don't know/Can't remember

22. Were you satisfied with the (INSERT ENTRY-LEVEL/PRE-EMPLOYMENT) training that you received? ___
 1 Yes
 2 No
 3 N/A - Reason:___________________________

If answer to Question 22 is "No", the following question (23) is asked:

23. Did any of the following have an impact on your dissatisfaction with your (INSERT ENTRY-LEVEL/PRE-EMPLOYMENT) training? (READ LIST - ENTER YES OR NO FOR EACH)

________________ 1 Quality of teaching or delivery
________________ 2 Course content
________________ 3 Course materials
________________ 4 Equipment
________________ 5 Facilities
________________ 6 Instructors
________________ 7 Other students
________________ 8 Other (Specify:) ________________

24a. What sources were used to finance your training? (READ EACH AND ENTER YES OR NO FOR EACH ITEM)

________________ 1 Personal savings and/or money earned while working
________________ 2 HRDC (includes EI/UIC/TAGS)
________________ 3 Government student loans
________________ 4 Other types of loans (family, employers, banks/credit unions, etc)
________________ 5 Income support (HRE/Social Services)
________________ 6 Parents
________________ 7 Workers' compensation
________________ 8 Other: ________________

24b. What was your MAIN source of funding to support your in-class training? ___

On the Job (All Apprentices)

25. Have you logged on-the-job hours or had employment in your trade as a (INSERT TRADE)?
____ YES NO

26. Were these hours: (ENTER YES OR NO - CHECK ALL THAT APPLY)

________________ 1 In your local area in Newfoundland and Labrador
________________ 2 Outside your local area, but within the province
________________ 3 Outside of the province

If answer to Question 26 is "Outside of the province", the following two questions (27-28) are asked:

27. Where did you log your hours out of the province? (ENTER YES OR NO - CHECK ALL THAT APPLY)

________________ 1 Nova Scotia
________________ 2 Prince Edward Island
________________ 3 New Brunswick
________________ 4 Quebec
________________ 5 Ontario
________________ 6 Manitoba
________________ 7 Saskatchewan
________________ 8 Alberta
________________ 9 British Columbia
________________ 10 The Territories (Northwest Territories, Nunavut and Yukon)
________________ 11 Outside Canada

28. Why did you choose to work outside the province? (DO NOT READ LIST - CHECK ALL THAT APPLY)

____________________ 1 Couldn't find a job in your trade in province
____________________ 2 Couldn't find any type of job in the province
____________________ 3 Higher wages outside Newfoundland and Labrador
____________________ 4 Better opportunities
____________________ 5 Needed skills only available outside the province
____________________ 6 Wanted to live outside Newfoundland
____________________ 7 Other: ____________________________

29. Were you satisfied with the range of skills you were exposed to on the job site?

1 Yes
2 No
3 N/A - Reason: ____________________________

30. Were you satisfied with your overall on-the-job experience?

1 Yes
2 No
3 N/A - Reason: ____________________________

If answer to Question 30 is "No", the following question (31) is asked:

31. Why were you dissatisfied with your on-the-job training? (DO NOT READ - ENTER YES OR NO FOR EACH ITEM)

____________________ 1 Lack of guidance from journeyperson
____________________ 2 Unrealistic employer expectations
____________________ 3 The job did not meet my expectations
____________________ 4 Poor or unsafe working conditions
____________________ 5 Insufficient exposure to skills required for the occupation
____________________ 6 Insufficient tools and/or equipment
____________________ 7 Poor wages
____________________ 8 Other: ____________________________

32. Given your current situation, do you intend to write the journeyperson exam in your trade?

___________ YES NO

For apprentices who answer "Yes" to Question 32 and have completed their entry-level courses more than 5 years ago, the following question (33) is asked:

33. Why have you not yet written your journeyperson's exam? (DO NOT READ LIST - CHECK ALL THAT APPLY)

____________________ 1 Haven't completed necessary courses
____________________ 2 Haven't had skilled checked off in log book
____________________ 3 Haven't logged enough on-the-job hours
____________________ 4 Haven't been called back to class
____________________ 5 Employer doesn't want me to leave
____________________ 6 Can't afford to go back to school
____________________ 7 Other: ____________________________

If answer to Question 33 is "Haven't logged enough on-the-job hours", the following question (34) is asked:

34. Is there any particular reason why you haven't logged enough hours?

____

If answer to Question 32 is "No", the following question (35) is asked:

35. Have any of the following had an impact on your decision NOT to write the exam? (READ LIST - ENTER YES OR NO)

____________ 1 Not interested in trade
____________ 2 Cannot find a job in trade
____________ 3 Found a job outside the trade
____________ 4 Afraid I would lose my job
____________ 5 Don't think I need certification
____________ 6 Do not feel I am ready to write the exam
____________ 7 Lack of financing
____________ 8 Personal/family issues
____________ 9 Other: ____________________

36. Have you had difficulty finding trade-related employment during your apprenticeship? ___
1 Yes
2 No
3 N/A - Reason: ____________________

If answer to Question 36 is "Yes", the following five questions (37-41) are asked:

37. Why do you think you have had difficulty finding related employment?
(DO NOT READ LIST - ENTER YES OR NO) (NOTE: If no reason given, select Other and specify: no reason)

____ 1 No jobs
____________ 2 Unable to get into union
____________ 3 Other - Specify: ____________________

38. Have you researched jobs in other parts of the province? ____ YES NO

39. Have you researched jobs outside the province? ____ YES NO

40. Are you willing to move to another part of the province? ____ YES NO

41. Are you willing to move outside the province? ____ YES NO

Industrial Training (All Apprentices)

"The Industrial Training Section with the Department of Youth Services and Post-Secondary Education is responsible for working with apprentices and employers during a person's apprenticeship. The next few questions relate to your dealings with them."

42. Did an Industrial Training Officer make an in-class presentation during your training or meet with you personally to explain the apprenticeship logbook? ___
1 Yes
2 No
3 Can't remember

43. Are you aware that to gain active status as an apprentice, you need to contact the Industrial Training Office nearest you when you begin working in your trade? ____ YES NO

44. Are you aware that if you do not tell the Industrial Training Office nearest you of your employment in your trade, you may not be called back for training? ____ YES NO

Additional Training (All Apprentices)

45. Have you pursued any additional training in your trade or any other education since registering as an apprentice? ____
YES NO

If answer to Question 45 is "YES", the following four questions (46a-48) are asked:

46a. Regarding your further studies, did you attend: ____
1 Full-time
2 Part-time

46b. Institution Name: ____________________________
Campus Location: ____________________________
Program/Course Name: ____________________________

47. Was your program directly, indirectly or not at all related to your apprenticeship training? ____
1 Directly related
2 Indirectly related
3 Not at all related

48. Did any of the following factors affect your decision to take further education/training?
(READ LIST - ENTER YES or NO FOR EACH)
____ 1 Required for apprenticeship
__________________ 2 Your job required training (excluding apprenticeship)
__________________ 3 Wanted to find a job related to your training
__________________ 4 Could not find a job in your trade
__________________ 5 Could not find other employment
__________________ 6 Wanted to explore other career opportunities
__________________ 7 Personal interest
__________________ 8 Other (Specify:) ______________________

If answer to Question 45 is "NO", the following two questions (49-50) are asked:

49. Did waitlists for programs discourage you from pursuing additional training in your trade or any other education? ____
YES NO

If NO; What were the programs? ______________________

50. Other than waitlists, which of the following factors have discouraged you from pursuing additional training in your trade or any other education? (READ LIST - ENTER YES OR NO FOR EACH)
__________________ 1 Could not get time off work from employer.
__________________ 2 Lack of financing.
__________________ 3 Not needed for employment.
__________________ 4 Other, please specify: ________________________________

Current Status (All Apprentices)

51. What is your current employment situation? Are you: (READ LIST - ENTER YES OR NO FOR EACH)
__________________ 1 Employed full-time (30 hours or more per week, including self-employment)
__________________ 2 Employed part-time (> 30 hours per week, including self-employment)
__________________ 3 Unemployed
__________________ 4 Enrolled in an education or training program
__________________ 5 Out of the labour market
__________________ 6 Other - Specify: ________________________

If answer to Question 51 is "Employed full-time" or "Employed Part-time", the following question (52) is asked:

52. In terms of your current employment, are you: (READ LIST - CHECK ONE ONLY) ____
  1 Employed as an apprentice in the trade in which you received training
  2 In a job directly related to your trade training, but not as an apprentice
  3 In a job indirectly related to your trade training
  4 In a job not related to your trade training

If answer to Question 52 is "In a job not related to your trade training", the following question (53a) is asked:

53a. Is your employment in another trade? ____ YES NO

If NO, continue with Question 54.

If YES:

What is the trade? ______________________________

Have any of the following factors influenced you in choosing this other trade? (READ LIST - ENTER YES OR NO)
__________ 1 More job opportunities in the trade in general
______________ 2 More job opportunities during the apprenticeship program
______________ 3 Better training
______________ 4 Higher wages
______________ 5 Better work environment
______________ 6 Able to work in my local area
______________ 7 Other - Specify: ____________________

Are you registered as an apprentice or journeyperson in this other trade? ____ YES NO

Would you like to be registered? ____ YES NO
We can give you a contact number at the end of this survey to register.

Is there any reason in particular why you haven't registered? ____ YES NO
If yes, state reason: ______________________

If answer to Question 51 is "Employed full-time" or "Employed Part-time", the following two questions (54-55) are asked:

54. On average, how many hours per week do you normally work in paid employment? ____

55. What is your current hourly wage before taxes?
(FILL IN HOURLY RATE or OTHER AMOUNT & TIMEFRAME - DO NOT FILL IN BOTH)
$__.00 per hour **OR** $____ per ______

If answer to Question 51 is "Unemployed", the following question (56) is asked:

56. Are you seeking employment: (READ LIST - CHECK ONE ONLY) ___
______ 1 As an apprentice in the trade in which you received training
  2 In an area directly related to your trade training
  3 Any type of employment
  4 Not currently seeking employment

If answer to Question 56 is "Not currently seeking employment", or answer to Question 51 is "Out of the labour market", the following question (57) is asked:

57. If you are not currently seeking employment, is it because you are: (READ LIST - CHECK ONE ONLY) ___
1 On temporary layoff
2 Maintaining a household
3 Other - Specify: ________________________

If answer to Question 51 is "Enrolled in an education or training program", the following three questions (58-59b) are asked:

58. Where are you enrolled in your current education or training program? (READ LIST AND CHECK ONE ONLY) __

1 Memorial University (excluding the Marine Institute)
2 Marine Institute
3 College of the North Atlantic
4 Private College in Newfoundland and Labrador
5 Post-secondary institution outside the province
6 Other - Specify: ________________________

59a. What is the name of the program? ________________________________

59b. What is the name and location of the institution?
Name: _____________________________
Location: ______________

Union Membership (All Apprentices)

60. Do you currently belong to a union? ____ YES NO

If YES: Which one? (DO NOT READ LIST - CHECK ONE ONLY) ___
1 CUPE - Canadian Union of Public Employees
2 IBEW - International Brotherhood of Electrical Workers
3 IUOE - International Union of Operating Engineers
4 NAPE - Newfoundland and Labrador Association of Public and Private Employees 5 UAP - United Association of Plumbers and Pipefitters of Canada
6 UBC - United Brotherhood of Carpenters and Joiners of America (Millwrights)
7 UFCW - United Food and Commercial Workers
8 USWA - United Steelworkers of America
9 Other - Specify: ________________________

Computer Use (All Apprentices)

61. Have you ever accessed the Internet or the World Wide Web? ____ YES NO

If answer to Question 61 is "YES", the following question (62) is asked:

62. If theory-based courses that prepared you for certification were available online, would you take them? ____ YES NO

If NO: Are any of the following factors influencing you not wanting to take courses online?
(READ LIST - ENTER YES OR NO FOR EACH)
________________________ 1 Not owning a computer
________________________ 2 Not having Internet access
____ 3 Lack of computer skills
________________________ 4 Other - Specify: ______________________

Discrimination/Harassment (All Apprentices)

Now I am going to ask you some questions regarding discrimination. I would like to remind you that all information will remain confidential and that your individual responses will not be able to be identified.

63. Do you think you have been the target of discrimination, harassment or a hostile working environment during your classroom training or on the job? ____ YES NO

If answer to Question 63 is "YES", the following question (64) is asked:

Discrimination involves "treating people differently or negatively" based on race or colour, sex (which includes pregnancy or childbirth), religion or creed, national or ethnic origin, family or marital status, age, physical or mental disability or sexual orientation.

64. Based on this definition, which I can read again if you like, have you ever been subject to discrimination: (if N/A enter No)

During your classroom training - ____ YES NO
During your on-the-job experience - ____ YES NO

If answer to Question 64 is "YES" to classroom training, the following question (65) is asked:

65. Did you take any of the following actions regarding discrimination in class?
(READ LIST - ENTER YES OR NO FOR EACH)

__________________ 1 Discussed with instructor
__________________ 2 Discussed with union representative
__________________ 3 Discussed with human rights officer
__________________ 4 Other - Specify: ________________________

If answer to Question 64 is "YES" to on-the-job experience, the following question (66) is asked:

66. Did you take any of the following actions regarding discrimination on the job?
(READ LIST - ENTER YES OR NO FOR EACH)

__________________ 1 Discussed with supervisor
__________________ 2 Discussed with union representative
__________________ 3 Discussed with human rights officer
__________________ 4 Other - Specify: ________________________

If answer to Question 63 is "YES", the following question (67) is asked:
Harassment is "any unwanted physical or verbal conduct that offends or humiliates you." As with discrimination, it is based on your race or colour, sex (which includes pregnancy or childbirth), religion or creed, national or ethnic origin, family or marital status, age, physical or mental disability, or sexual orientation.

67. Based on this definition, which I can read again if you like, have you ever been subject to harassment: (if N/A enter No)

During your classroom training - ____ YES NO
During your on-the-job experience - ____ YES NO

If answer to Question 67 is "YES" to classroom training, the following question (68) is asked:

68. Did you take any of the following actions regarding harassment in the classroom?
(READ LIST - ENTER YES OR NO FOR EACH)

__________________ 1 Discussed with instructor
__________________ 2 Discussed with union representative
__________________ 3 Discussed with human rights officer
__________________ 4 Other - Specify: ________________________

If answer to Question 67 is "YES" to on-the-job experience, the following question (69) is asked:

69. Did you take any of the following actions regarding harassment on the job?
(READ LIST - ENTER YES OR NO FOR EACH)
____________________ 1 Discussed with supervisor
____________________ 2 Discussed with union representative
____________________ 3 Discussed with human rights officer
____________________ 4 Other - Specify: ________________________

Women in Industrial Trades (All Women excluding Hairstylist)

Many women entering industrial trades experience barriers as they carry out their apprenticeship training. I would like to ask you about your own personal experiences related to this.

70. Have any people in the following groups tried to discourage you from pursuing your training?
(READ LIST - ENTER YES OR NO FOR EACH)
____________________ 1 Spouse (including common-law)
____________________ 2 Family (excluding spouse)
____________________ 3 Friends
____________________ 4 Other Students
____________________ 5 Instructors
____________________ 6 Employers
____________________ 7 Other - Specify: ________________________

If any answers for Question 70 are "YES", the following question (71) is asked:

71. What reasons were given by people who discouraged you?
(DO NOT READ LIST - ENTER YES OR NO FOR EACH)
____________________ 1 Hard to find a job in the trade
____________________ 2 Would have to move away to find work
____________________ 3 Not a suitable job for women in general
____________________ 4 Not a suitable job for you personally
____________________ 5 Other - Specify: ________________________

Stereotypes are a set of ideas that are generally held about the characteristics of a particular group which are believed to be shared by all people in that group. For example, one stereotype of women is that they are not physically able to do tradeswork.

72. Do you feel that stereotypes about women held by your peers and/or your supervisors have made your apprenticeship more difficult. ____ YES NO

If YES; How did you deal with this? ____

73. Have family responsibilities affected your ability to participate in the apprenticeship program?
____ YES NO

If YES; What type of family responsibilities were they? (READ LIST - ENTER YES OR NO FOR EACH)
____________________ 1 Childcare
____________________ 2 Eldercare (parents or other older relatives)
____________________ 3 Maintaining household
____________________ 4 Other - Specify: ________________________

Personal Information (All Apprentices)

74. Are you currently... ___
1 Single
2 Married or living common-law, or
3 Other

75. In what year were you born? 19__

76. Do you have any children financially dependent on you? ____ YES NO

Thanks very much for your time. That's all the questions we have. Do you have any additional comments you would like to make?

COMMENTS: ____
(If they want a contact number, they can reach the Industrial Training Division at 709-729-2729)

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Your comments and suggestions are welcome.
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